DoD CIVILIAN WORKFORCE STATISTICS

DOD DEMOGRAPHICS

March 2006 Edition

March 2006
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APPROPRIATED FUND

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*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethic preference (Hispanic, non-Hispanic). The 'Hispanic' ethnicity category means, the number of people who are Hispanic/non-Hispanic based on the same population used to determine the number of personnel who are in each race category.

DoD Demographics

Department of Defense (DOD) Civilian Workforce Demographics Introduction

The DOD Civilian Workforce Demographics are produced monthly by the Civilian Personnel Management Service (CPMS), Human Resources Automated Systems Division as a convenient reference for various audiences. It contains information, using tables and charts, about the DOD workforce that is supported by the Defense Civilian Personnel Data System (DCPDS). DCPDS processes personnel transactions for over 800,000 DOD civilians on a 'real-time basis' and is the largest Human Resources system in the world. The majority of the data contained in the charts and tables that make up the DOD Civilian Workforce Demographics are "as of" the end of the month, however data is included from a historical perspective in some instances. The tables and charts included are generated solely from DCPDS with the exception of Non Appropriated Fund data, which is provided by the Defense Manpower Data Center (DMDC) and subsequently incorporated.

DMDC maintains the largest historical archive of personnel, manpower, training, and financial data in DOD. DMDC personnel data is broad in scope and extends back to the early 1970s to cover all Military Services, all components of the Total Force (active duty, guard, reserve, and civilian), and all the phases of the personnel life cycle (accession/separation/retirement). For additional information on DMDC and their data services, visit http://www.dmdc.osd.mil.

Customers should be aware that when comparing DCPDS and DMDC data, discrepancies will surface, due to the fact that DCPDS uses transactional data while DMDC uses snapshots of data. The "as of date" of the data will also differ. Also, DMDC receives data not only from DCPDS, but from other systems. Finally, DCPDS covers personnel in pay and non pay status, while DMDC reports only personnel in pay status.

Another source for data comparison is the Office of Personnel Management's FACT BOOK, Which can be found at http://www.opm.gov/feddata/factbook/. This source provides information on the entire Federal community.

You may download a copy of any of the versions of the DOD Civilian Workforce Demographics publication that are available. Three (3) months will be available. The document is available in Adobe Acrobat's Portable Document Format (PDF), which requires Adobe Acrobat for viewing and printing. Acrobat uses hypertext and electronic bookmarks to help the reader navigate through the document.

The DOD Civilian Workforce Demographics are designed to be easy-to-use and to provide useful, high level information. Comments for improvement or suggestions are welcome. For feedback and suggestions, please e-mail to Feedback

Appropriated Fund

DoD Executives and Senior Level Employees
(Appropriated Fund)

Senior Executive Service and Executive Pay

37 (3%)

1214 (97%)

Legend:
- Total ES
- Total EX
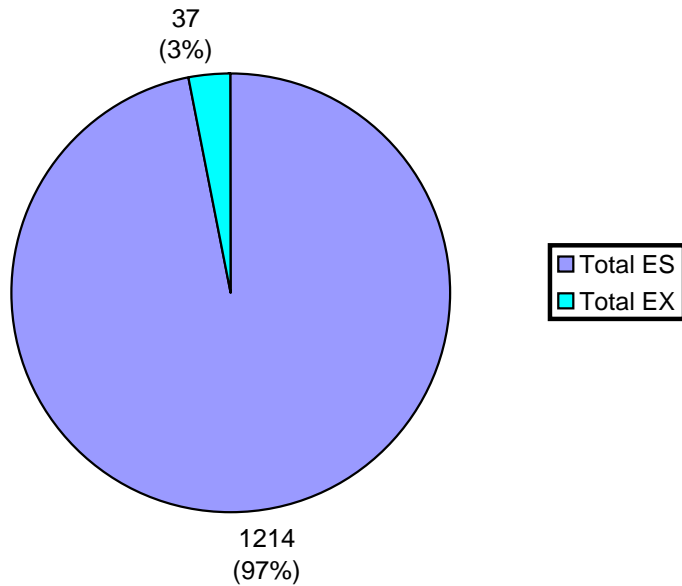
Executive Service & Executive Pay		
ES	1214	97%
EX	37	3%
Total ES & EX	**1251**	**100%**

Intelligence Executive/Professional Senior Level Positions/Scientific and Professional

34 (13%)

57 (21%)

63 (23%)

118 (43%)

Legend:
- Total IE
- Total IP
- Total SL
- Total ST
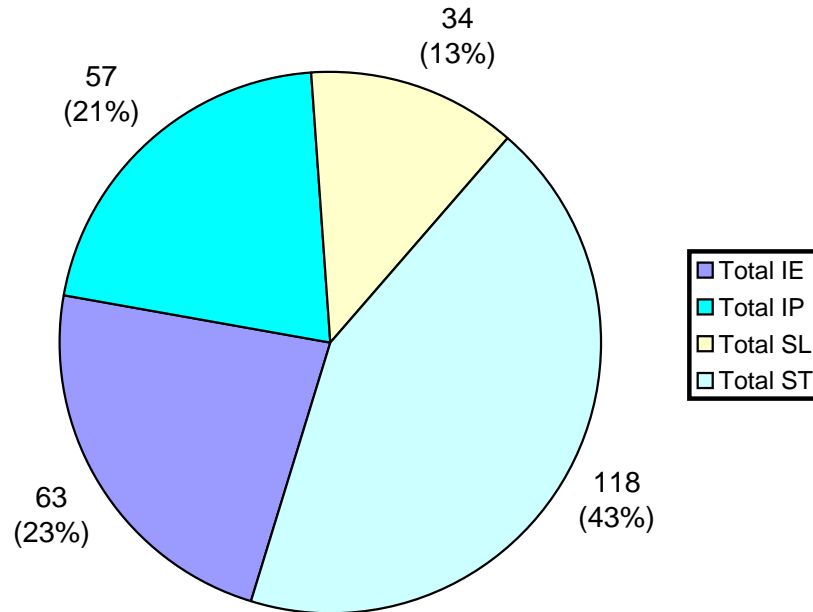
Intelligence Executive/Intelligence Professional Senior Level Positions/Scientific and Professional		
IE	63	23%
IP	57	21%
SL	34	13%
ST	118	43%
Total	**272**	**100%**

DCPDS data as of Mar 31, 2006

DoD Executives by Component
(Appropriated Fund)
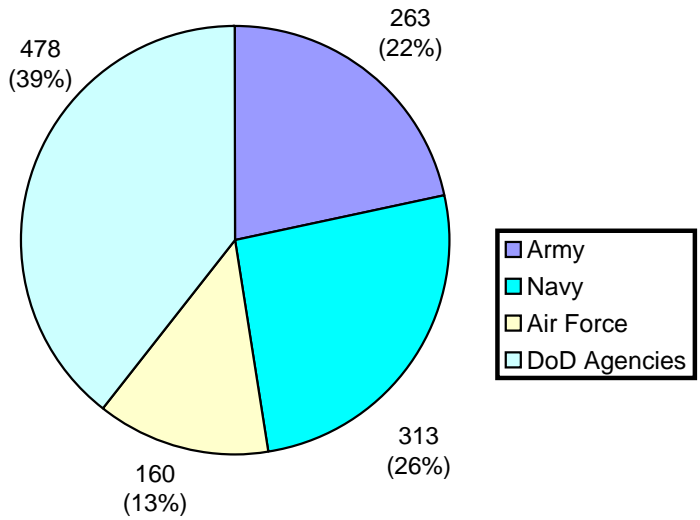
Senior Executive Service		
Army	263	22%
Navy	313	26%
Air Force	160	13%
DoD Agencies	478	39%
Total	**1214**	**100%**
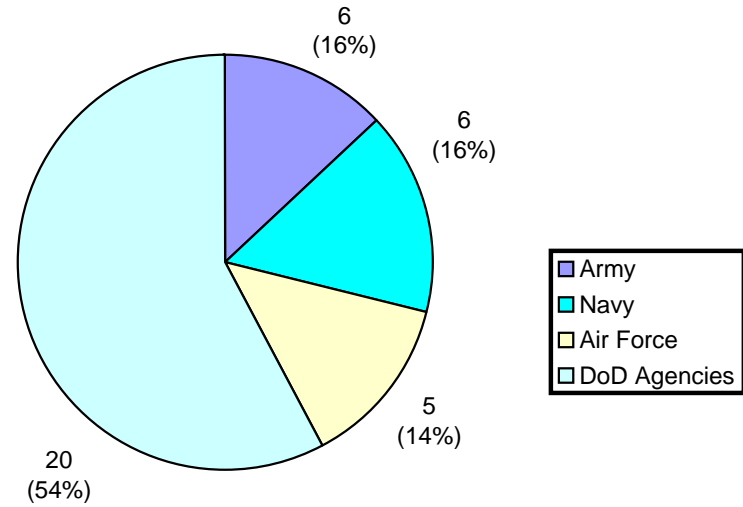
Executive Pay		
Army	6	16%
Navy	6	16%
Air Force	5	14%
DoD Agencies	20	54%
Total	**37**	**100%**

DCPDS data as of Mar 31, 2006

DoD Senior Level Positions/Scientific and Professional by Components
(Appropriated Fund)

30
(20%)

33
(21%)

- Army
- Navy
- Air Force
- DoD Agencies

38
(24%)

51
(35%)

Senior Level Positions/Scientific and Professional		
Army	33	21%
Navy	38	24%
Air Force	51	35%
DoD Agencies	30	20%
Total	**152**	**100%**

DCPDS data as of Mar 31, 2006
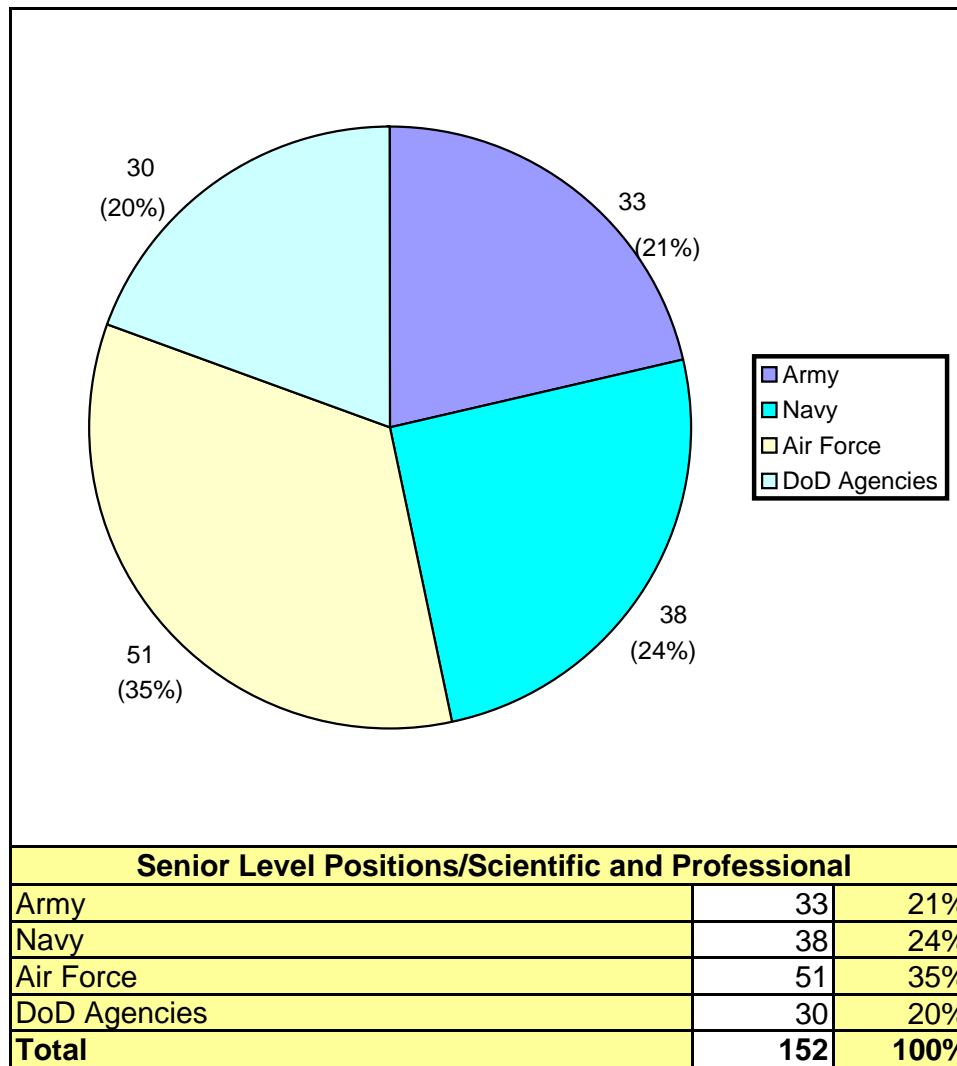
DoD Executives by Appointment Type
(Appropriated Fund)

31
(2%)

84
(7%)

36
(3%)

□ Excepted Indefinite
■ SES Career
■ SES Limited Term
■ SES Non Career
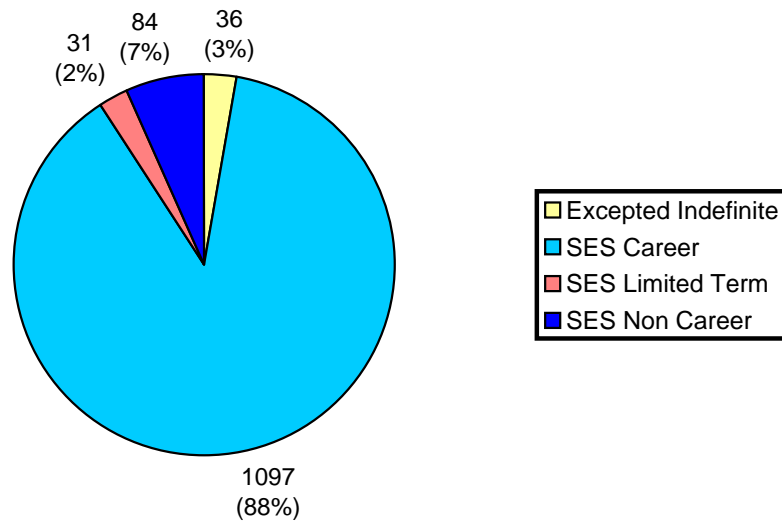
1097
(88%)

DoD Executives by Appointment Type		
Competitive Career	*1	0%
Excepted Appointment NTE	*1	0%
Excepted Indefinite	36	3%
Indefinite Appointment	*1	0%
SES Career	1097	88%
SES Limited Term	31	2%
SES Non Career	84	7%
Total	**1251**	**100%**

*Some data shown in table are not provided in the chart above

DCPDS data as of Mar 31, 2006

General Workforce Demographics of Executives
(Appropriated Fund)

Race/National Origin
Executive Service and Executive Pay

Legend:
- American Indian
- Asian/Pacific Islander
- Black
- Hispanic
- RNO Identification Pending
- White
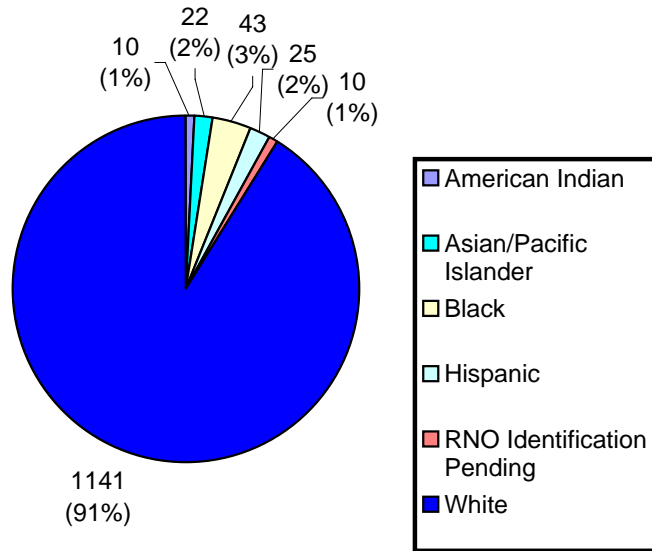
Race and National Origin Designation		
American Indian	10	1%
Asian/Pacific Islander	22	2%
Black	43	3%
Hispanic	25	2%
RNO Identification Pending	10	1%
White	1141	91%
Total	**1251**	**100%**

Gender
Executive Service and Executive Pay

Legend:
- Female
- Male
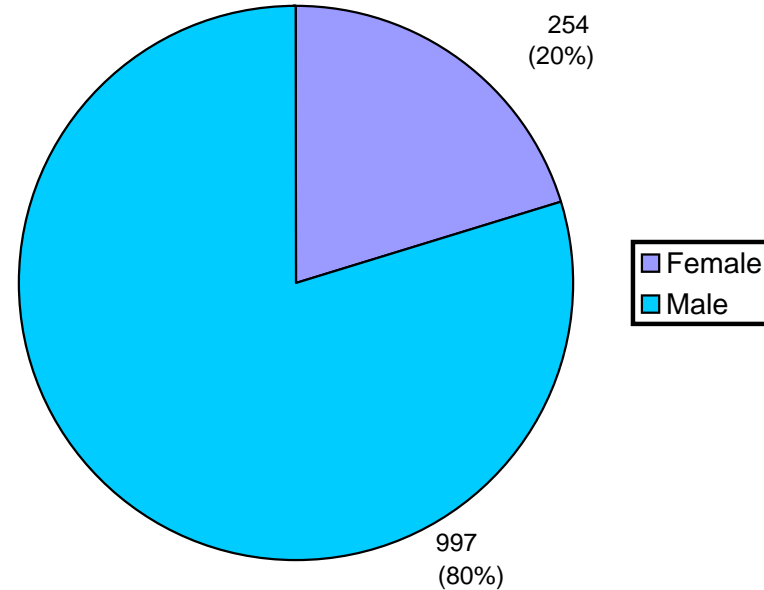
Gender		
Female	254	20%
Male	997	80%
Total	**1251**	**100%**

DCPDS data as of Mar 31, 2006

Administratively Determined
(Appropriated Fund/White Collar)

Pie chart values:
- 4237 (46%)
- 1807 (20%)
- 1677 (18%)
- 969 (11%)
- 350 (4%)
- 53 (1%)

Legend:
- AD 00-04
- AD 05-09
- AD 10-14
- AD 15-19
- AD 20-24
- AD 25-28

Administratively Determined		
AD 00-04	4237	46%
AD 05-09	1807	20%
AD 10-14	1677	18%
AD 15-19	969	11%
AD 20-24	350	4%
AD 25-28	53	1%
Total	**9093**	**100%**
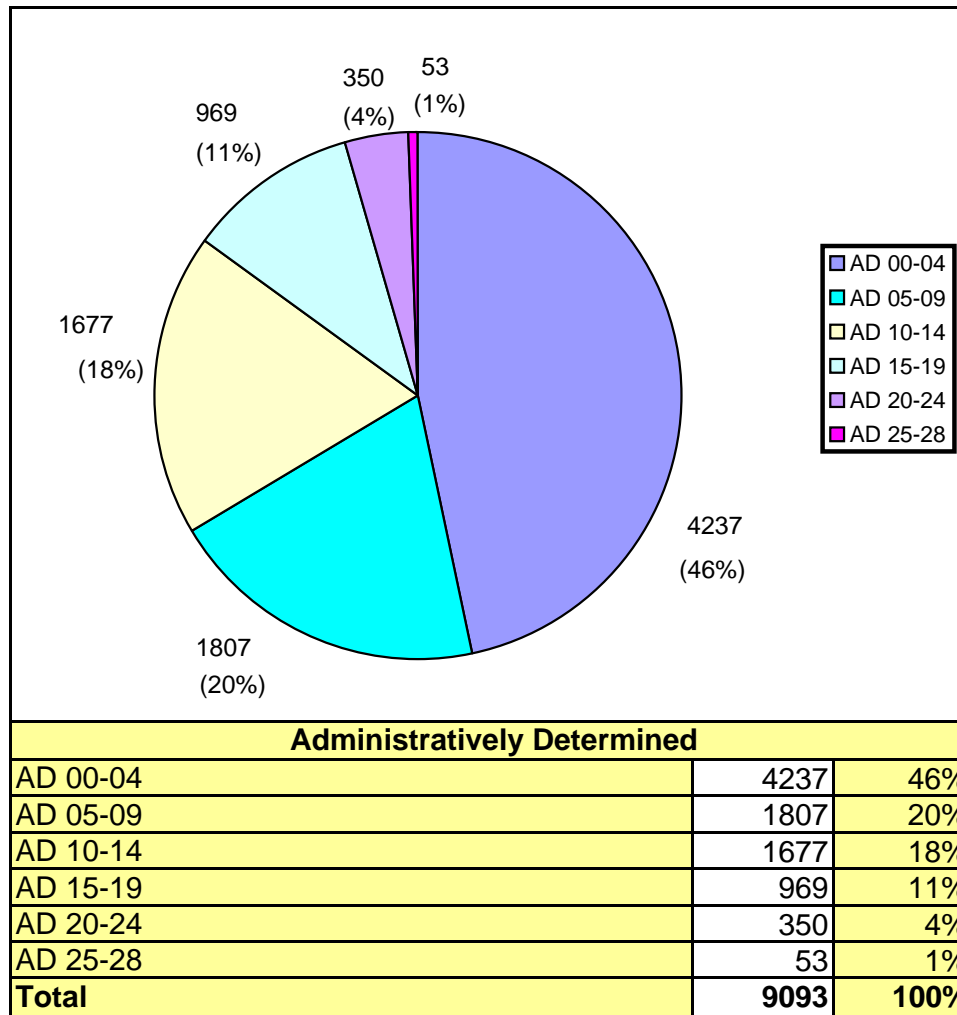
General Schedule and Lab/Demonstration Projects
(Appropriated Fund/White Collar)

GS and Equivalent

- 29429 (6%)
- 90198 (19%)
- 120530 (26%)
- 223323 (49%)

Legend:
- GS 1-4
- GS 5-8
- GS 9-12
- GS 13-15
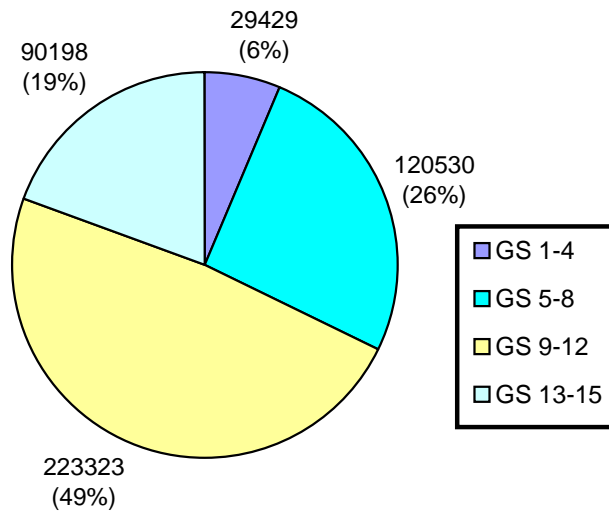
GS and Equivalent*		
GS 1-4	29429	6%
GS 5-8	120530	26%
GS 9-12	223323	49%
GS 13-15	90198	19%
Total	**463480**	**100%**

*Includes GS, GM and GG Pay Plans

Lab/Demos

- 2249 (5%)
- 7129 (15%)
- 5570 (11%)
- 200 (0%)
- 1560 (3%)
- 1110 (3%)
- 3477 (9%)
- 12169 (27%)
- 2417 (5%)
- 11191 (24%)

Legend:
- Air Force Research Lab
- Army Aviation Reasearch, Dev&Eng Ctr
- Army Comm-Electronics Comm Research
- Army Engineer Research & Dec Ctr
- Army medical research and Mat Cmd
- China Lake Demo
- DoD Acquisition Demo
- Naval Research Lab
- Navy Warfare Center
- Space and Naval Warfare Sys Command
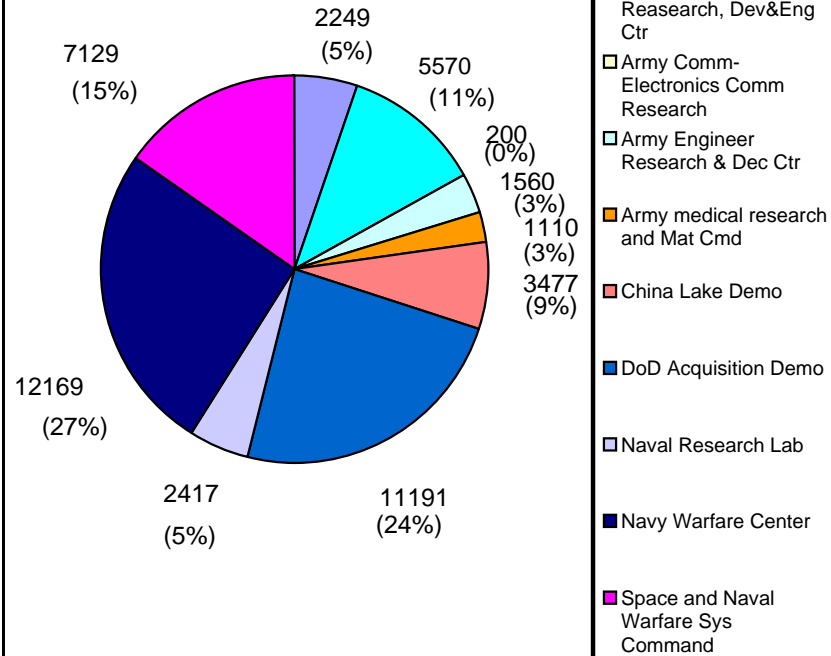
Lab/Demos		
Air Force Research Lab	2449	5%
Army Aviation Researc, Dev&Eng Ctr	5570	11%
Army Comm-Electronics Comm Research	*200	0%
Army Engineer Research & Dev Ctr	1560	3%
Army Medical Research and Mat Cmd	1110	2%
China Lake Demo	3477	9%
DoD Acquisition Demo	11191	24%
Naval Research Lab	2417	5%
Navy Warfare Center	12169	27%
Space and Naval Warfare SyS. Command	7129	15%
Total	**47272**	**100%**

*Some data shown in table are not provided in the chart above

DCPDS data as of Mar 31, 2006

White Collar Employees
(Appropriated Fund)

All White Collar

Legend:
- Executive (ES,EX)
- IE,IP,SL,ST
- Administratively Determined
- Lab/Demos
- Teachers (TP)
- CA,ED,EE,EF,EG,EH,EI, SR(Experts&Consultants &Advisory Members

47272 (9%)
9534 (2%)
9093 (2%)
463480 (87%)

Non Supervisor/Supervisor

70509 (13%)
461068 (87%)

Legend:
- Non Supervisor
- Supervisor
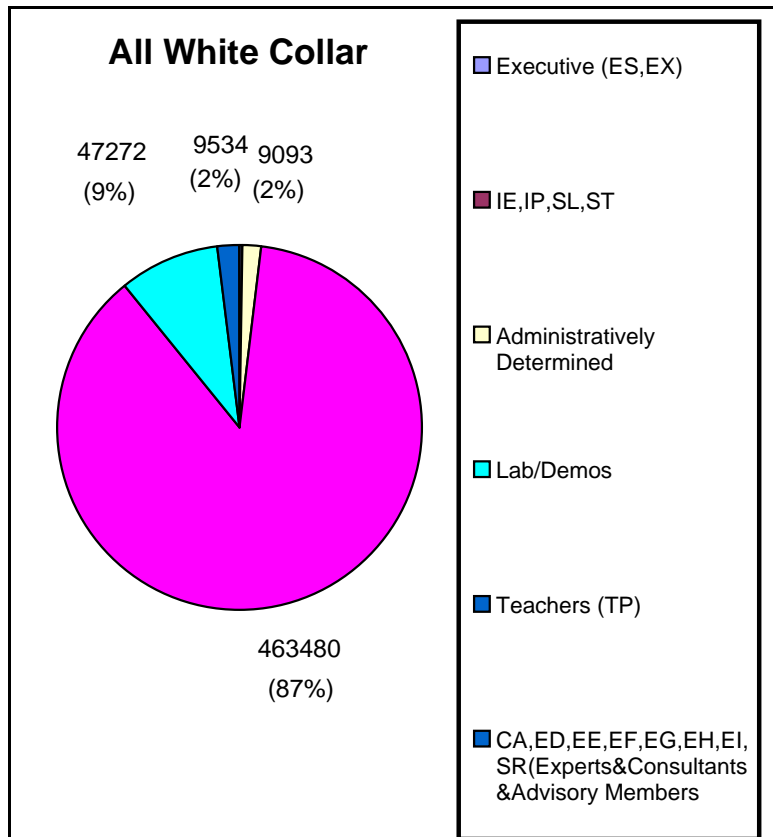
White Collar Employees		
Executive (ES,EX)	*1251	0%
IE,IP,SL,ST	*272	0%
Administratively Determined	9093	2%
GS and Equivalent	463480	87%
Lab/Demos	47272	9%
Teachers (TP)	9534	2%
CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)	*675	0%
Total	**531577**	**100%**

Non Supervisor/Supervisor		
Non Supervisor	461068	87%
Supervisor	70509	13%
Total	**531577**	**100%**

*Some data shown in table are not provided in the chart above

DCPDS data as of Mar 31, 2006

Blue Collar Workforce
(Appropriated Fund)

All Blue Collar

4790
(3%)

25181
(17%)

Legend:
- Maritime Pay Schedules
- Wage 0-5
- Wage 6-9
- Wage 10+

49524
(33%)

72495
(47%)

Non Supervisor/Supervisors

13511
(9%)

Legend:
- Non Supervisor
- Supervisor

138540
(91%)
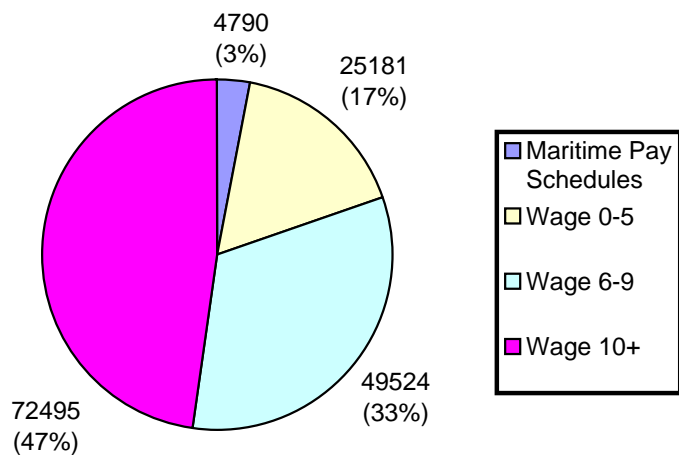
Blue Collar Employees		
Administratively Determined	*61	0%
Maritime Pay Schedules (WM)	4790	3%
WG/WL/WS 0-5 and Equivalent	25181	17%
WG/WL/WS 6-9 and Equivalent	49524	33%
WG/WL/WS 10+ and Equivalent	72495	47%
Total	152051	100%

Non Supervisor/Supervisor		
Non Supervisor	138540	91%
Supervisor	13511	9%
Total	152051	100%

*Some data shown in table are not provided in the chart above

Blue Collar vs White Collar
(Appropriated Fund)

152051
(22%)

Blue Collar
White Collar

531577
(78%)

Blue and White Collar		
Blue Collar	152051	22%
White Collar	531577	78%
Total	**683628**	**100%**

DCPDS data as of Mar 31, 2006

Work Schedule
(Appropriated Fund)

Work Schedule		
Full Time Perm	645765	95%
Full Time Temp	13094	2%
Part Time Perm	15905	2%
Part Time Temp * Less than 1 Percent	2131	*0%
Intermittent	6733	1%
Total	**683628**	**100%**
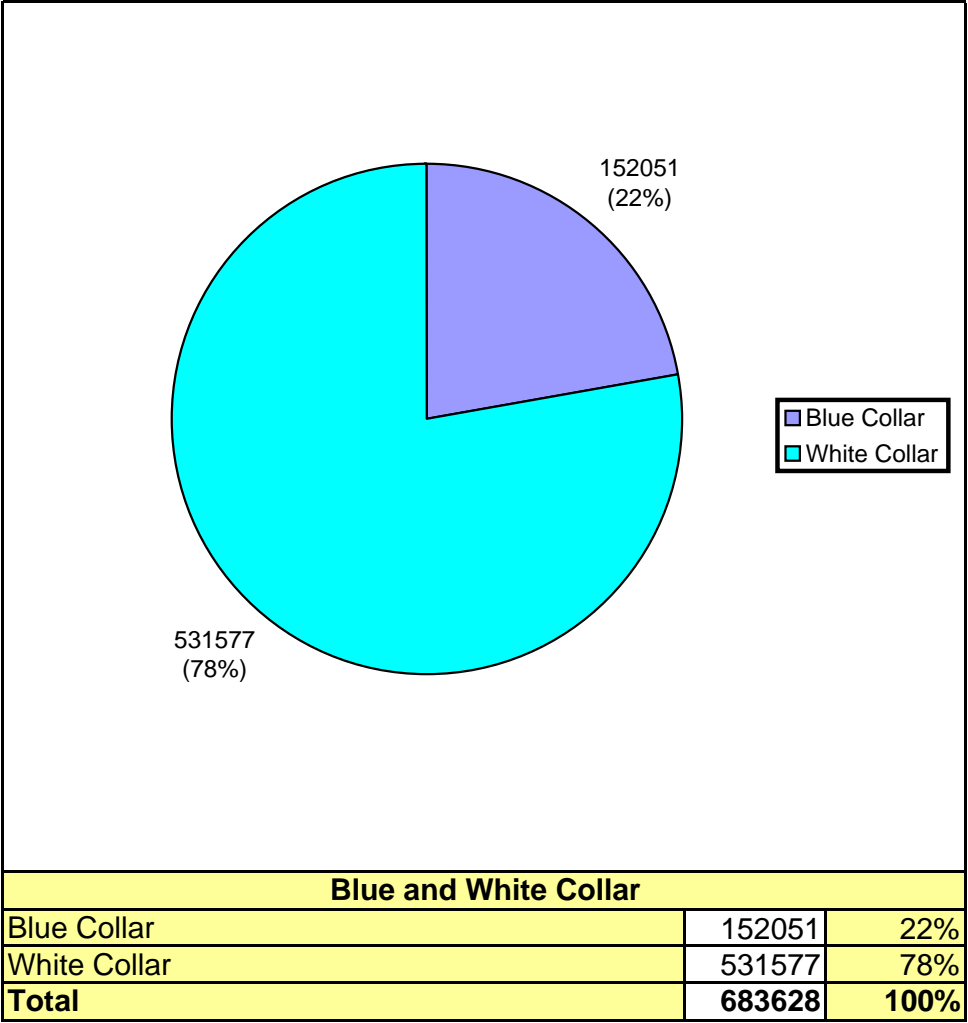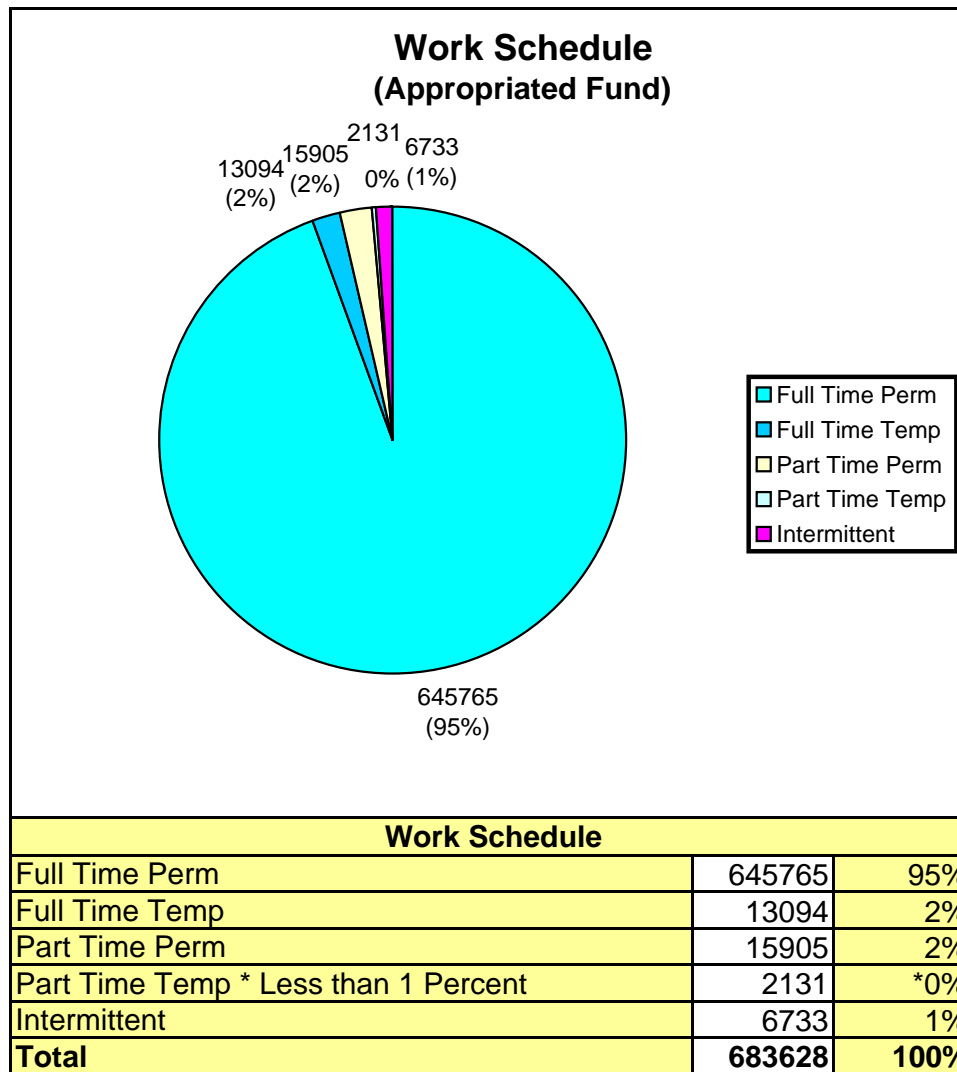
*Some data shown in table are not provided in the chart above

CONUS vs OCONUS
(Appropriated Fund)

40971
(6%)

642657
(94%)

- CONUS
- OCONUS

Geographic Location		
CONUS	642657	94%
OCONUS	40971	6%
Total	**683628**	**100%**

Employees by Component
(Appropriated Fund)

Employees by Component		
Army	218252	31%
Navy	175646	26%
Air Force	137020	20%
DoD Agencies	99130	15%
NGB	53580	8%
Total	**683628**	**100%**

DCPDS data as of Mar 31, 2006
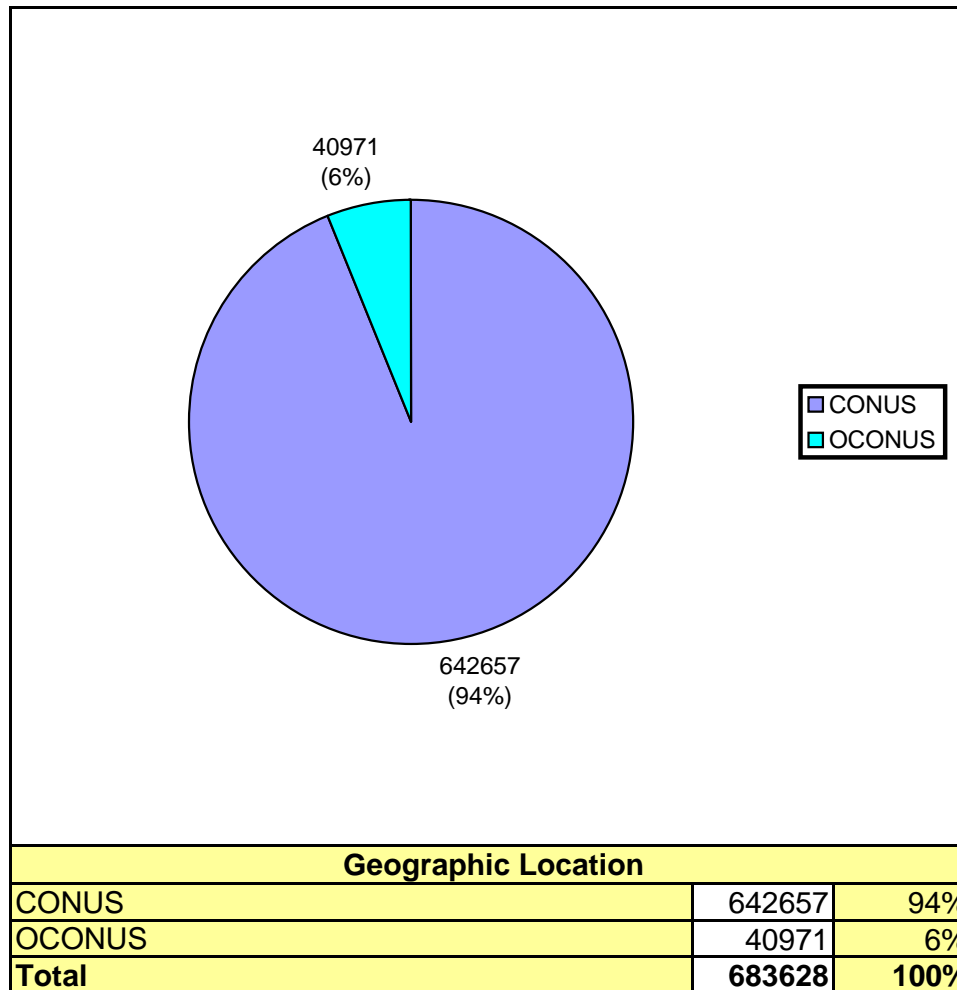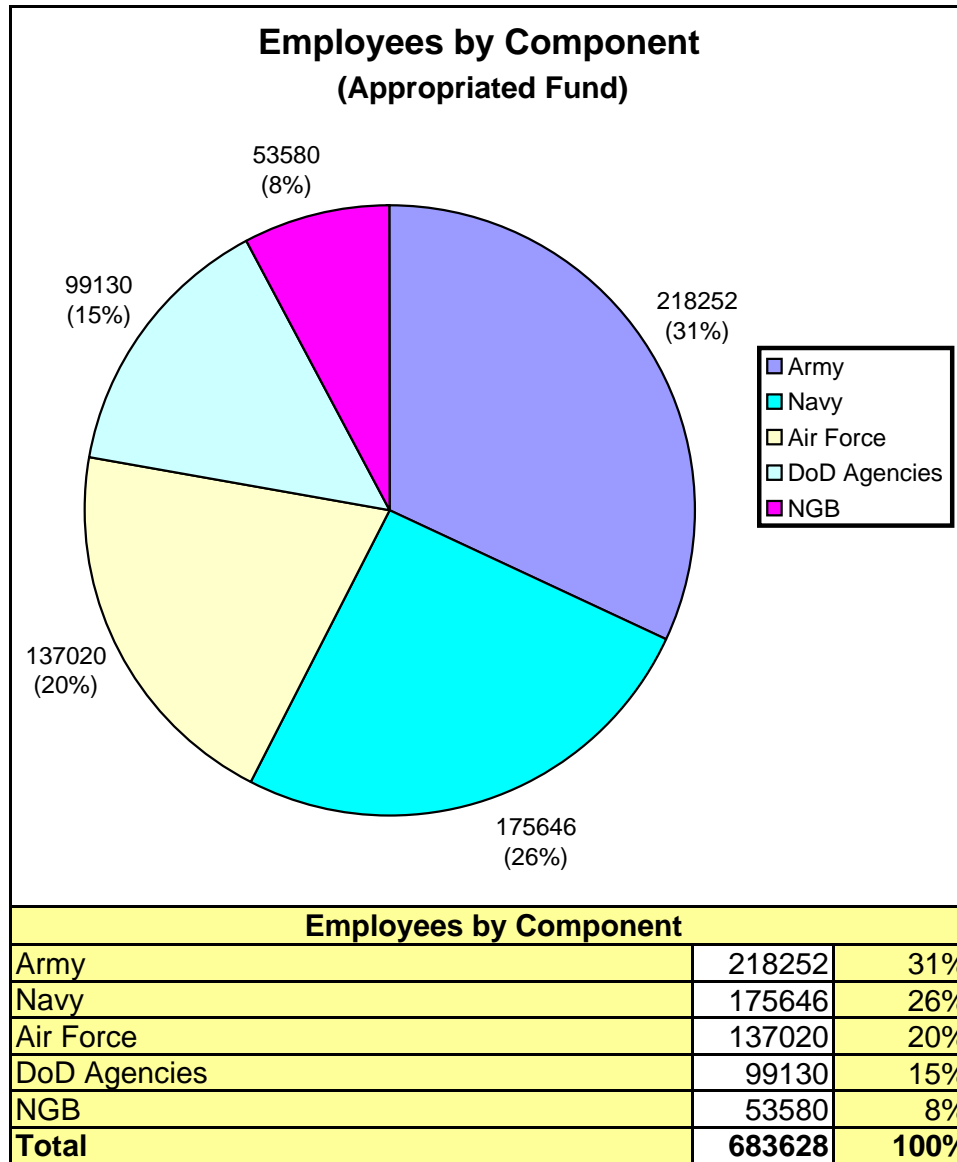
General Workforce Demographics
(Appropriated Fund)

RNO Designation

6286
(1%)

40543
(6%)

100622
(15%)

43071
(6%)

1791
(0%)

489519
(72%)

Legend:
- American Indian
- Asian/Pacific Islander
- Black
- Hispanic
- Ident Pending
- Not Hispanic in Puerto Rico
- Other**
- White
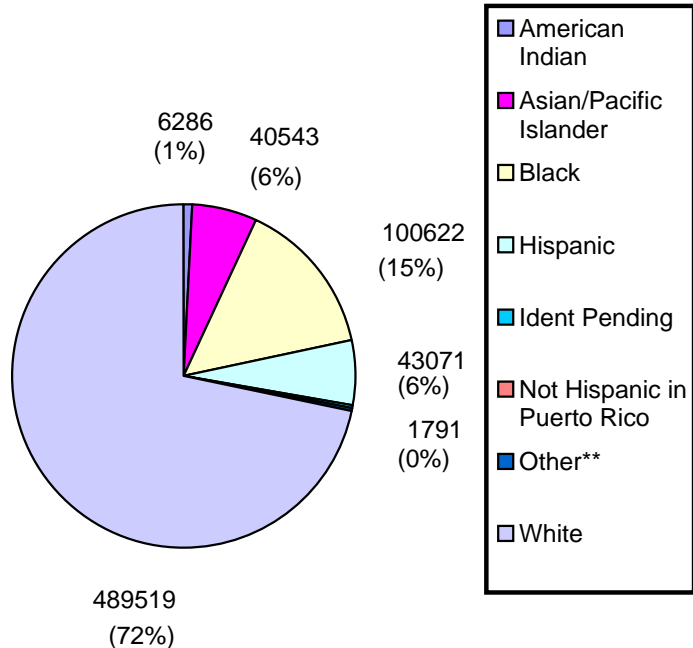
RNO Designation		
American Indian	6286	1%
Asian/Pacific Islander	40543	6%
Black	100622	15%
Hispanic	43071	6%
Ident Pending	1791	0%
Not Hispanic in Puerto Rico	*206	0%
Other**	*1590	0%
White	489519	72%
Total	683628	100%

Other** Data not reported by employee
*Some data in table are not provided in chart above

Gender

247184
(36%)

436444
(64%)

Legend:
- Female
- Male
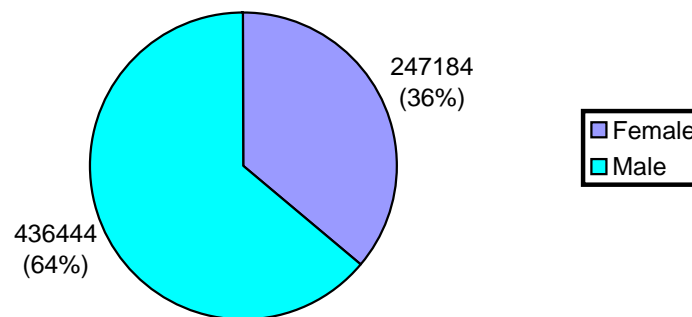
Gender		
Female	247184	36%
Male	436444	64%
Total	683628	100%

Age

40146
(6%)

70901
(10%)

219258
(32%)

112753
(16%)

237807
(36%)

Legend:
- 30 and below
- 31 to 40
- 41 to 50
- 51 to 60
- 61 to 70
- Over 70
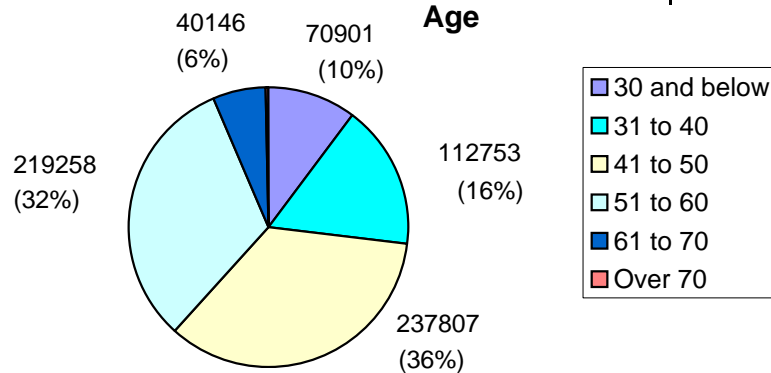
Age		
30 and below	70901	10%
31 to 40	112753	16%
41 to 50	237807	35%
51 to 60	219258	32%
61 to 70	40146	6%
Over 70	*2763	0%
Total	683628	100%

*Some data in table are not provided in chart above

DCPDS data as of Mar 31, 2006

Education Levels
(Appropriated Fund)

Education		
Non High School Graduate	7076	1%
High School Graduate	267117	40%
College or Occupational Program	171847	25%
Bachelor's Degree	139571	20%
Post Bachelor	17695	3%
Master's Degree	63095	9%
Post Master	5455	1%
Doctorate	9036	1%
Post Doctorate	*1201	0%
Education Level Not Reported	*1535	0%
Total	**683612**	**100%**
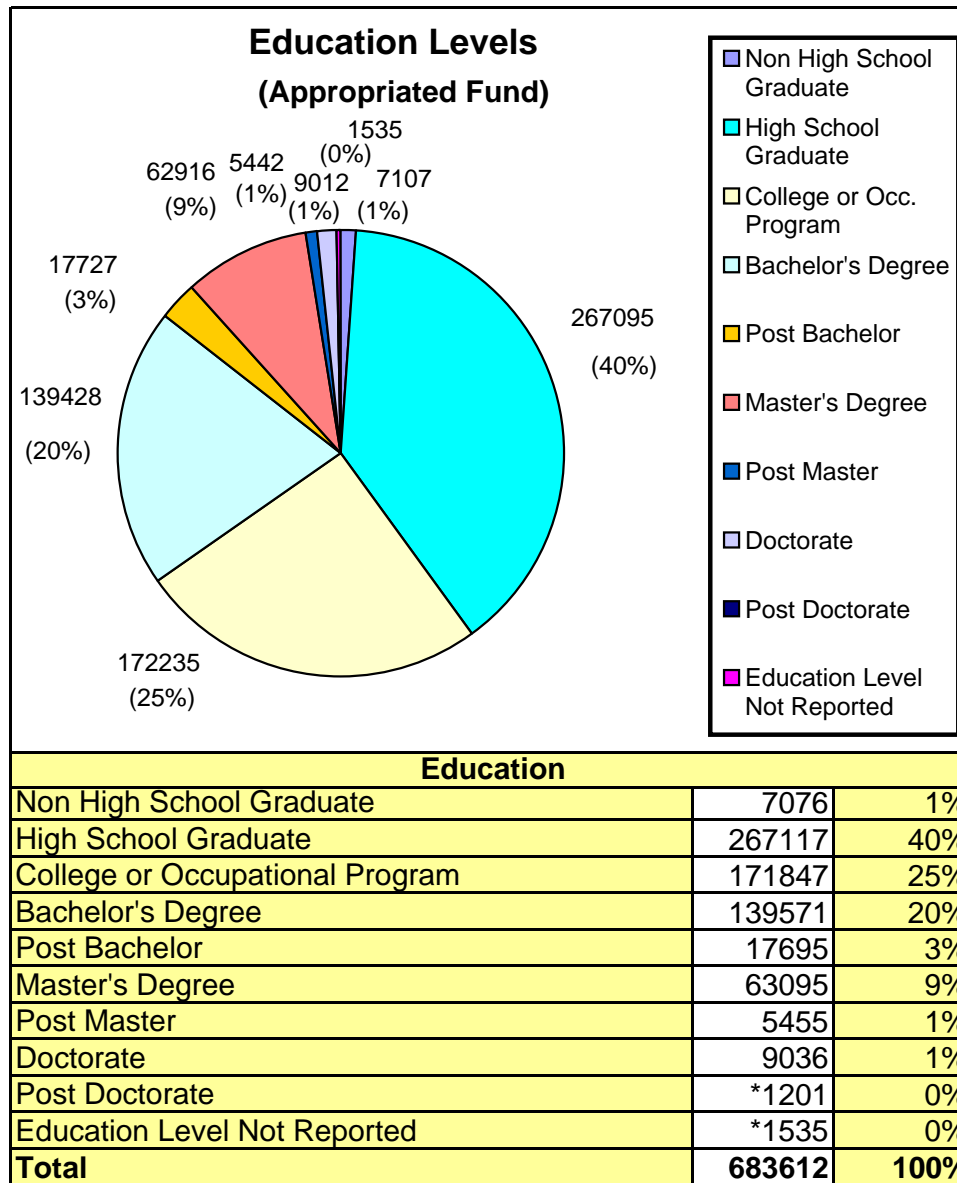
*Some data in table are not provided in chart above

Disabilities Reported
(Appropriated Fund)

46243
(7%)

637385
(93%)

- ◼ Disability Reported
- ◼ No Disability Reported
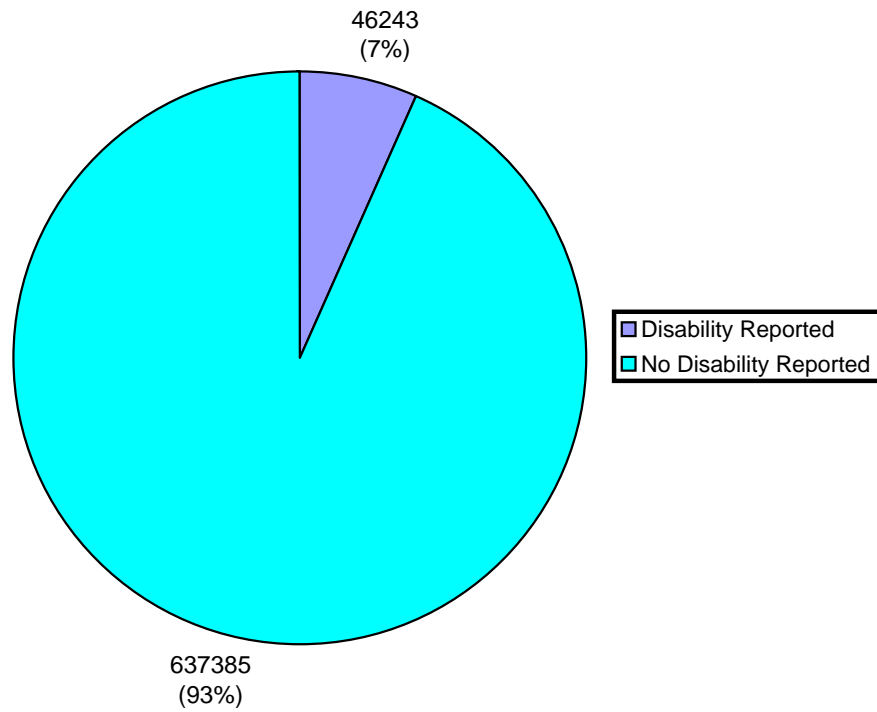
Disability/No Disability		
Disability Reported	46243	7%
No Disability Reported	637385	93%
Total	**683628**	**100%**

Veterans' Preference

DoD Appropriated Fund

166414 — 5-Point
5143 — 10-Pt Disability
20677 — 10-Pt Compensable
29966 — 10-Pt Compensable 30%
1987 — 10-Pt Other
460212 — Total Pop w/o Vet Pref
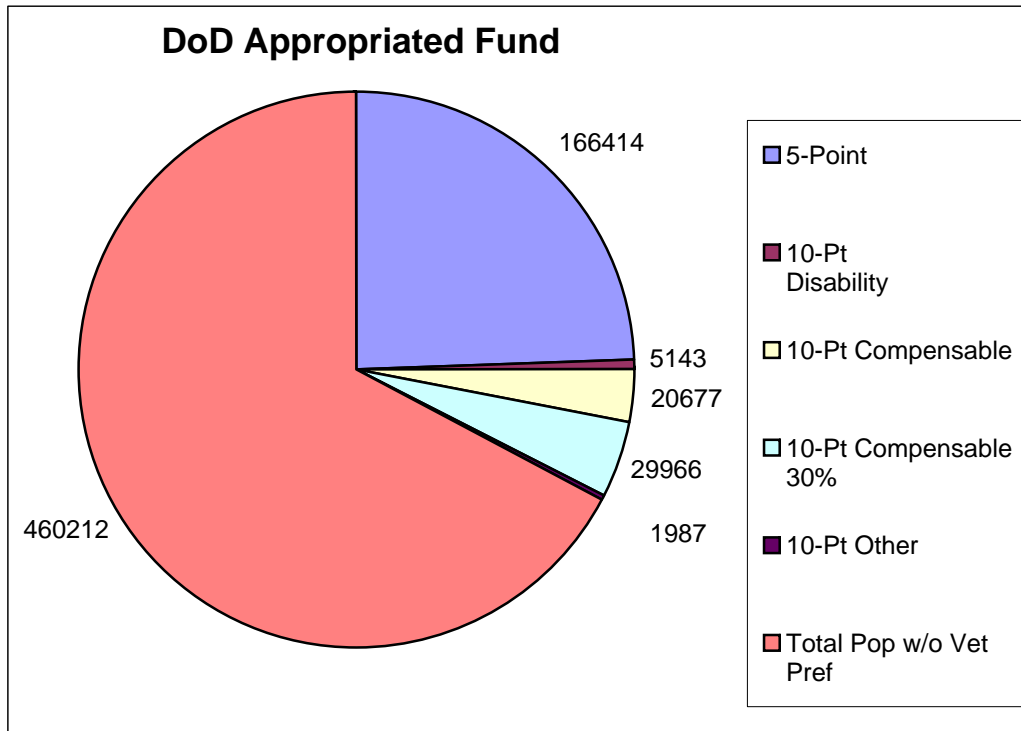
Note: (1) Data includes Appropriated Fund and Military Technicians records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service-connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service-connected disability of 30 percent or more that entitles vet to compensation
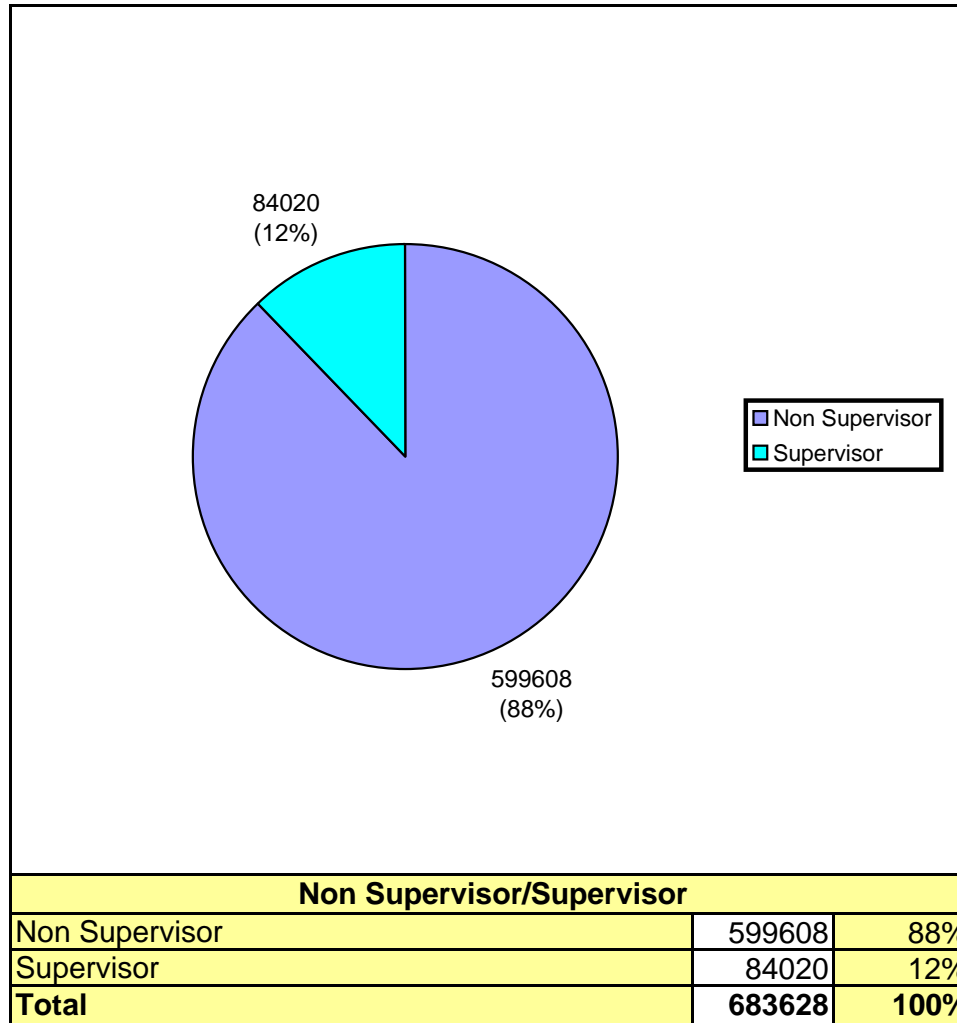
10-Point/Other: Other person entitled to 10-point preference: (1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or (2) the widow/widower and mother of a deceased wartime veteran

	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ	Total % DoD Civ
Air Force	43947	32.07%	1149	0.84%	6047	4.41%	8155	5.96%	410	0.30%	59708	43.58%	77312	56.42%	137020	20.04%
Army	57011	26.12%	2039	0.93%	8102	3.71%	12899	5.91%	739	0.34%	80790	37.02%	137462	62.98%	218252	31.93%
DoD Agencies	18404	18.57%	672	0.68%	2159	2.18%	3124	3.15%	415	0.42%	24774	24.99%	74356	75.01%	99130	14.50%
Natl Guard	19	0.04%	1	*	2	*	0	*	0	*	22	0.04%	53558	99.96%	53580	7.84%
Navy	47033	26.78%	1282	0.73%	4367	2.49%	5788	3.30%	423	0.24%	58893	33.53%	116753	66.47%	175646	25.69%
Grand Total	166414	24.34%	5143	0.75%	20677	3.02%	29966	4.38%	1987	0.29%	223416	32.68%	460212	67.32%	683628	100%

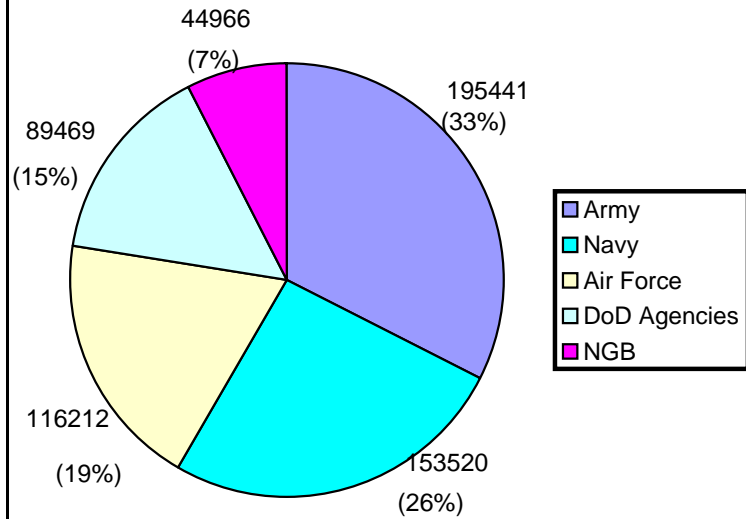Veterans' Preference by Component as of Mar 31, 2006

* Percentage is greater than two decimals, insignificant for comparing purposes

Supervisor to Employee Ratio - Total Workforce
(Appropriated Fund)

84020
(12%)

599608
(88%)

- Non Supervisor
- Supervisor

Non Supervisor/Supervisor		
Non Supervisor	599608	88%
Supervisor	84020	12%
Total	**683628**	**100%**

Non Supervisor/ Supervisor by Components
(Appropriated Fund)

Non Supervisor by Components

44966
(7%)

195441
(33%)

89469
(15%)

- Army
- Navy
- Air Force
- DoD Agencies
- NGB

116212
(19%)

153520
(26%)

Supervisor by Components

8614
(10%)

22811
(28%)

9661
(11%)

- Army
- Navy
- Air Force
- DoD Agencies
- NGB

20808
(25%)

22126
(26%)

Non Supervisory Status		
Army	195441	33%
Navy	153520	26%
Air Force	116212	19%
DoD Agencies	89469	15%
NGB	44966	7%
Total	**599608**	**100%**
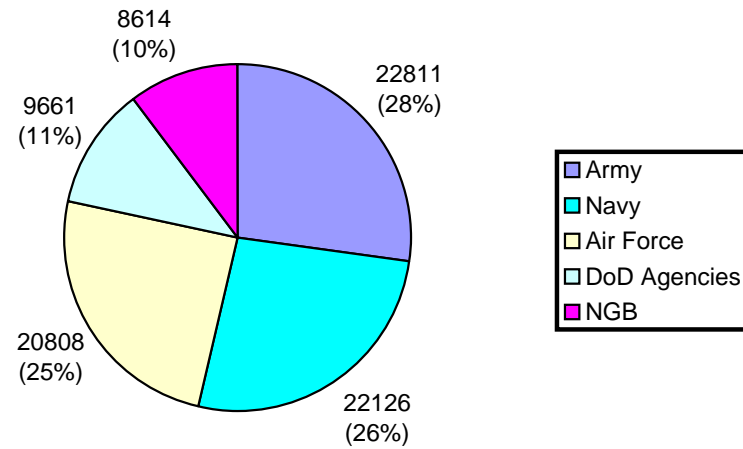
Supervisory Status		
Army	22811	28%
Navy	22126	26%
Air Force	20808	25%
DoD Agencies	9661	11%
NGB	8614	10%
Total	**84020**	**100%**

Bargaining vs Non Bargaining
(Appropriated Fund)

Bargaining Unit Employees

Non Bargaining Unit Employees
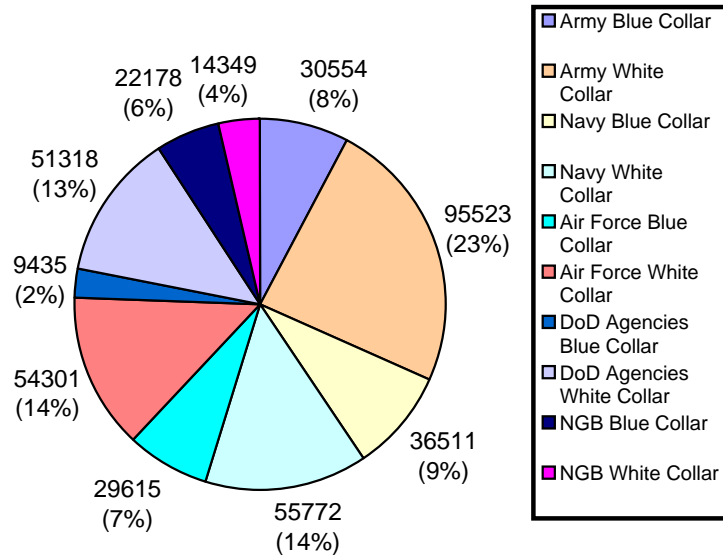
Bargaining Unit		
Army Blue Collar	30554	8%
Army White Collar	95523	23%
Navy Blue Collar	36511	9%
Navy White Collar	55772	14%
Air Force Blue Collar	29615	7%
Air Force White Collar	54301	14%
DoD Agencies Blue Collar	9435	2%
DoD Agencies White Collar	51318	13%
NGB Blue Collar	22178	6%
NGB White Collar	14349	4%
Total	399556	100%
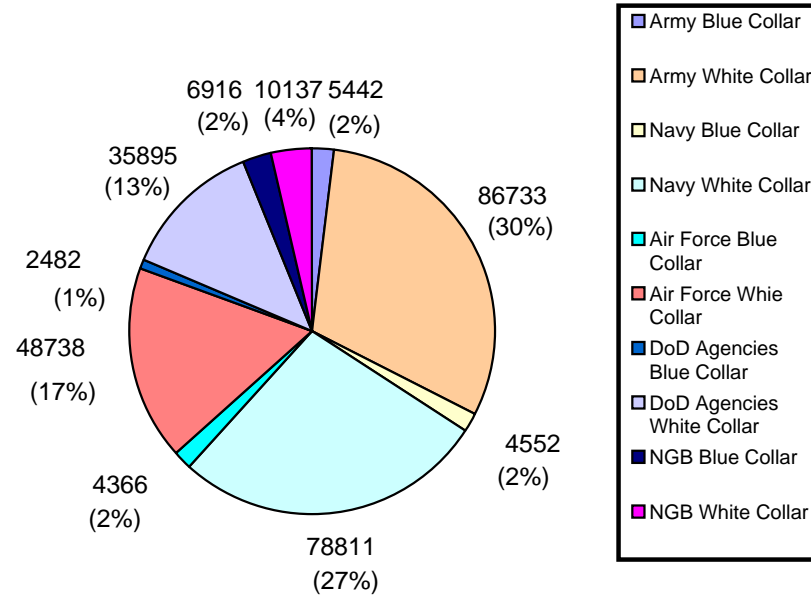
Non Bargaining Unit		
Army Blue Collar	5442	2%
Army White Collar	86733	30%
Navy Blue Collar	4552	2%
Navy White Collar	78811	27%
Air Force Blue Collar	4366	2%
Air Force White Collar	48738	17%
DoD Agencies Blue Collar	2482	1%
DoD Agencies White Collar	35895	13%
NGB Blue Collar	6916	2%
NGB White Collar	10137	4%
Total	284072	100%

DCPDS data as of Mar 31, 2006

New Hires
(Appropriated Fund)

FY03

9413
(9%)

27379
(28%)

20174
(20%)

23887
(24%)

19405
(19%)

- ☐ Army
- ☐ Navy
- ☐ Air Force
- ☐ DoD Agencies
- ☐ NGB

New DoD Hires FY03		
Army	27379	28%
Navy	23887	24%
Air Force	19405	19%
DoD Agencies	20174	20%
NGB	9413	9%
Total	**100258**	**100%**

FY04

9489
(10%)

33434
(34%)

20942
(22%)

15325
(16%)

17761
(18%)

- ☐ Army
- ☐ Navy
- ☐ Air Force
- ☐ DoD Agencies
- ☐ NGB

New DoD Hires FY04		
Army	33434	34%
Navy	15325	16%
Air Force	17761	18%
DoD Agencies	20942	22%
NGB	9489	10%
Total	**96951**	**100%**

DCPDS data as of Mar 31, 2006

New Hires
(Appropriated Fund)

FY05

9296
(10%)

16603
(18%)

35385
(37%)

18281
(19%)

15052
(16%)

Legend:
- Army
- Navy
- Air Force
- DoD Agencies
- NGB

New DoD Hires FY05		
Army	35385	37%
Navy	15052	16%
Air Force	18281	19%
DoD Agencies	16603	18%
NGB	9296	10%
Total	**94617**	**100%**

DCPDS data as of Mar 31, 2006

CSRS Retirement Eligibility
(Appropriated Fund)

CSRS 2006
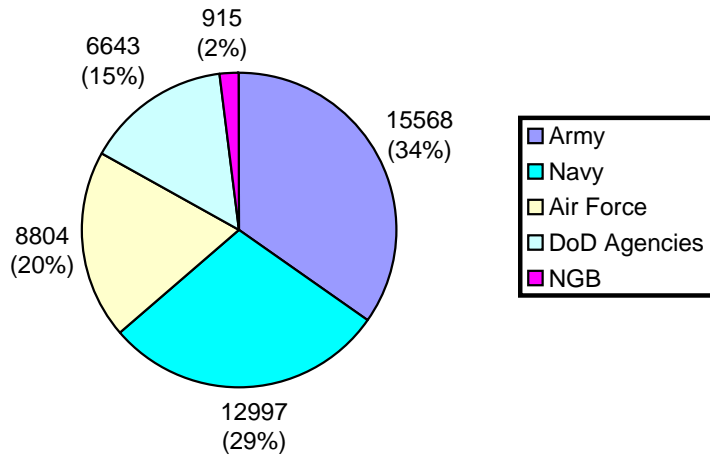
915
(2%)

6643
(15%)

15568
(34%)

8804
(20%)

12997
(29%)

Legend:
- Army
- Navy
- Air Force
- DoD Agencies
- NGB

% in chart represent % compared to total eligible for retirement

CSRS 2011

3253
(3%)

17336
(15%)

38790
(33%)

21968
(19%)

35001
(30%)

Legend:
- Army
- Navy
- Air Force
- DoD Agencies
- NGB
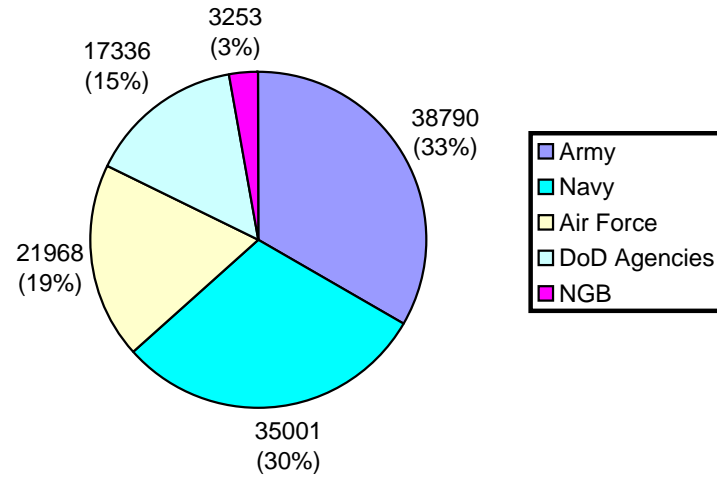
% in chart represent % compared to total eligible for retirement

CSRS Retirement Eligibility as of Mar 2006

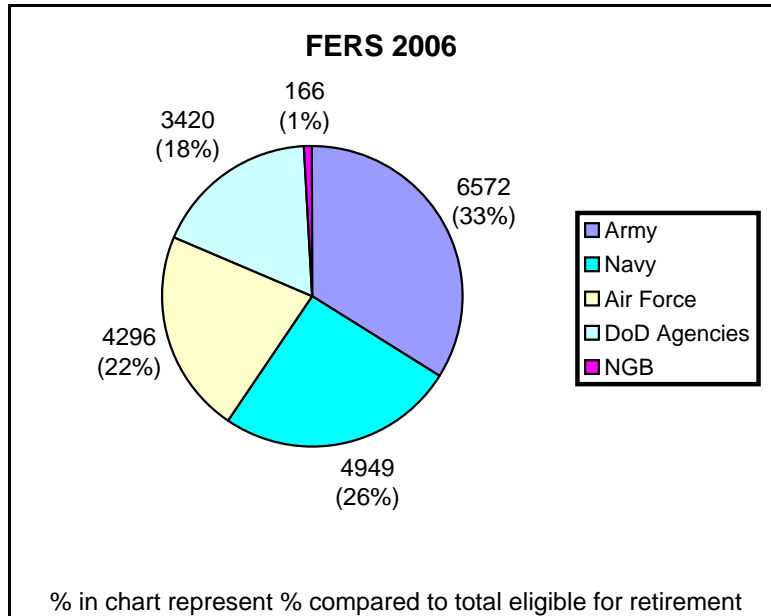| Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component
Army	218,252	53,994	15,568	**29%**
Navy	175,646	51,433	12,997	**25%**
Air Force	137,020	32,418	8,804	**27%**
DoD Agencies	99,130	24,583	6,643	**27%**
NGB	53,580	4,628	915	**20%**
Grand Total	**683,628**	**167,056**	**44,927**	**27%**

CSRS Retirement Eligibility as of Mar 2011

Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component
Army	218,252	53,994	38,790	**72%**
Navy	175,646	51,433	35,001	**68%**
Air Force	137,020	32,418	21,968	**68%**
DoD Agencies	99,130	24,583	17,336	**71%**
NGB	53,580	4,628	3,253	**70%**
Grand Total	**683,628**	**167,056**	**116,348**	**70%**

FERS Retirement Eligibility
(Appropriated Fund)

FERS 2006

166
(1%)

3420
(18%)

6572
(33%)

4296
(22%)

4949
(26%)

Legend:
- Army
- Navy
- Air Force
- DoD Agencies
- NGB

% in chart represent % compared to total eligible for retirement

FERS 2011

2411
(3%)

12831
(17%)

25771
(35%)

15574
(21%)

18168
(24%)

Legend:
- Army
- Navy
- Air Force
- DoD Agencies
- NGB

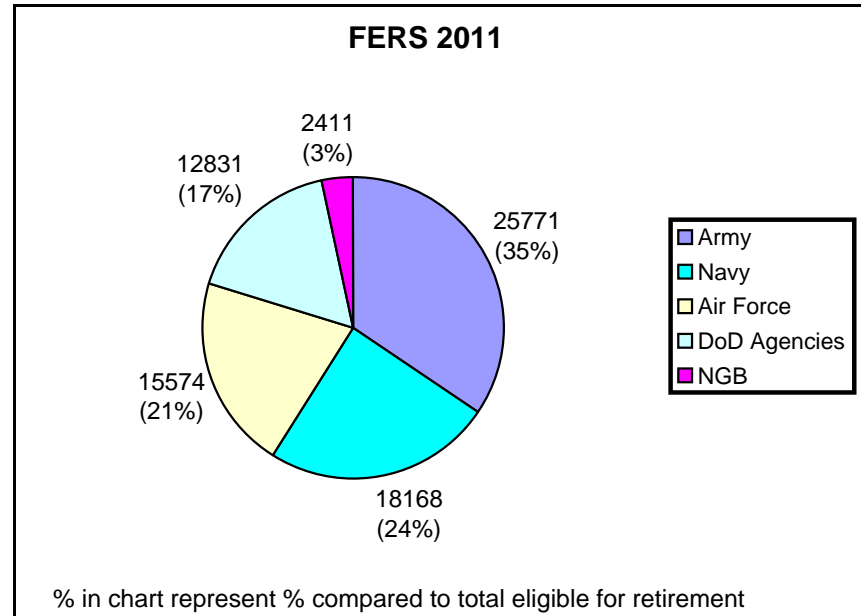% in chart represent % compared to total eligible for retirement

FERS Retirement Eligibility as of Mar 2006

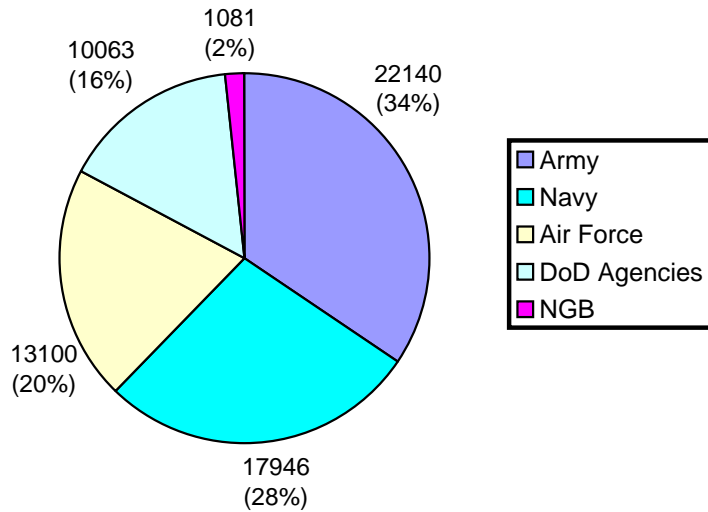| Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component
Army	218,252	157,450	6,572	4%
Navy	175,646	122,080	4,949	4%
Air Force	137,020	101,147	4,296	4%
DoD Agencies	99,130	66,035	3,420	5%
NGB	53,580	46,058	166	0%
Grand Total	683,628	492,770	19,403	4%

FERS Retirement Eligibility as of Mar 2011

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component
Army	218,252	157,450	25,771	16%
Navy	175,646	122,080	18,168	15%
Air Force	137,020	101,147	15,574	15%
DoD Agencies	99,130	66,035	12,831	19%
NGB	53,580	46,058	2,411	5%
Grand Total	683,628	492,770	74,755	15%

DCPDS data as of Mar 31, 2006

CSRS & FERS Retirement Eligibility
(Appropriated Fund)

FERS & CSRS 2006

1081 (2%)
10063 (16%)
22140 (34%)
13100 (20%)
17946 (28%)

Legend:
- Army
- Navy
- Air Force
- DoD Agencies
- NGB

% in chart represent % compared to total eligible for retirement

FERS & CSRS 2011

5664 (3%)
30167 (16%)
64561 (33%)
37542 (20%)
53169 (28%)

Legend:
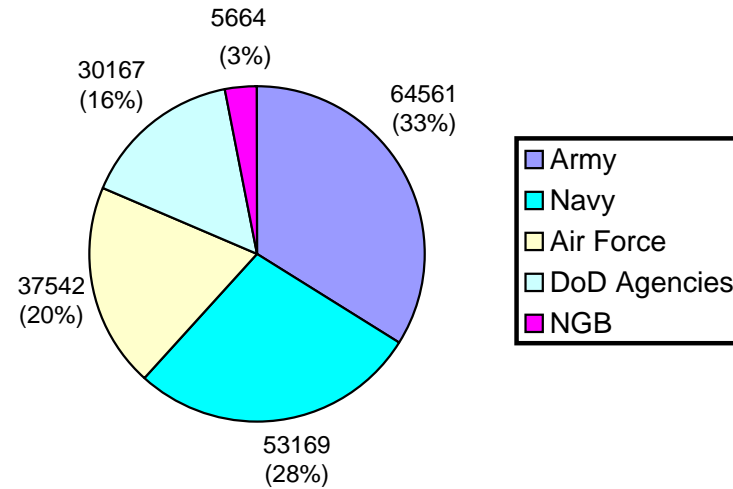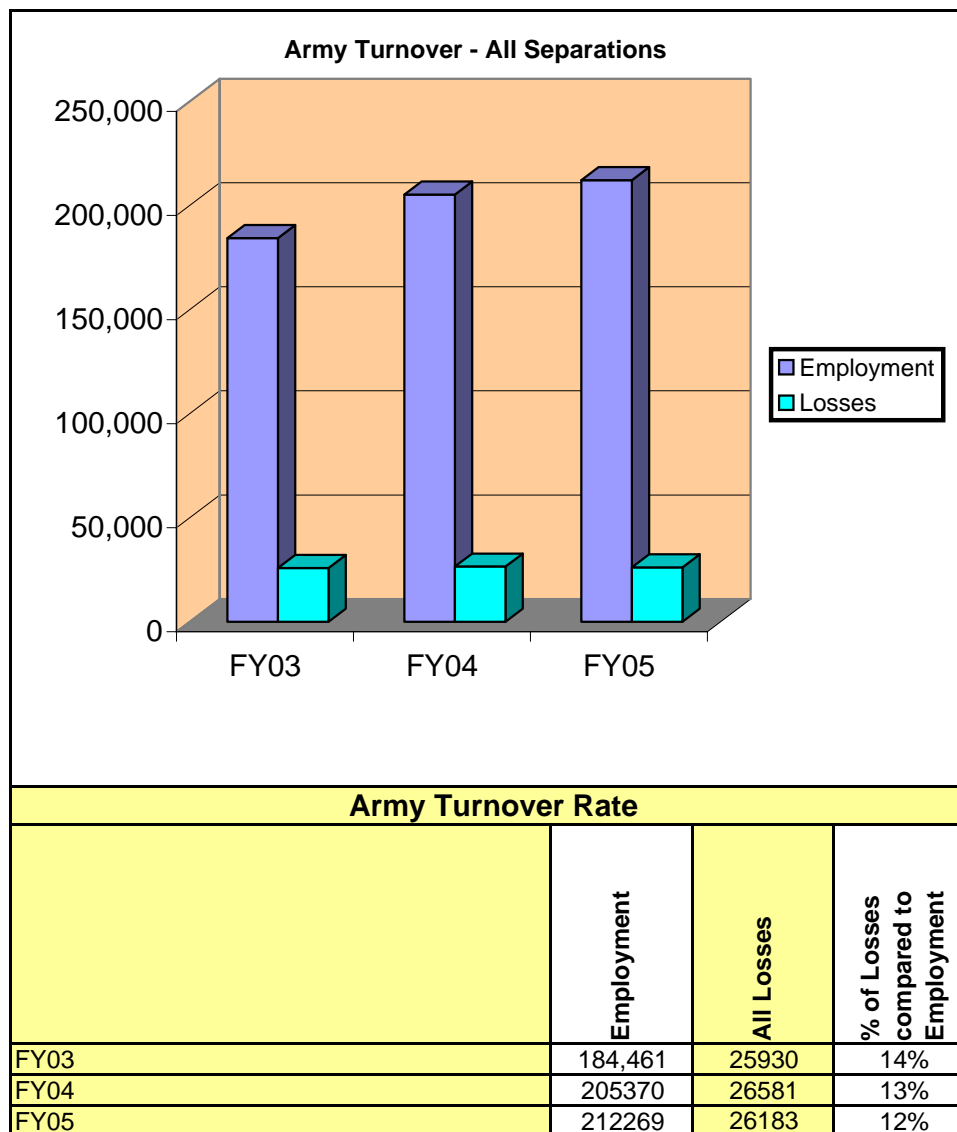- Army
- Navy
- Air Force
- DoD Agencies
- NGB

% in chart represent % compared to total elligible for retirement

CSRS & FERS Retirement Eligiblity as of Mar 2006

Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligibile for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component
Army	218,252	211,444	22,140	10%
Navy	175,646	173,513	17,946	10%
Air Force	137,020	133,565	13,100	10%
DoD Agencies	99,130	90,618	10,063	11%
NGB	53,580	50,686	1,081	2%
Grand Total	683,628	659,826	64,330	10%

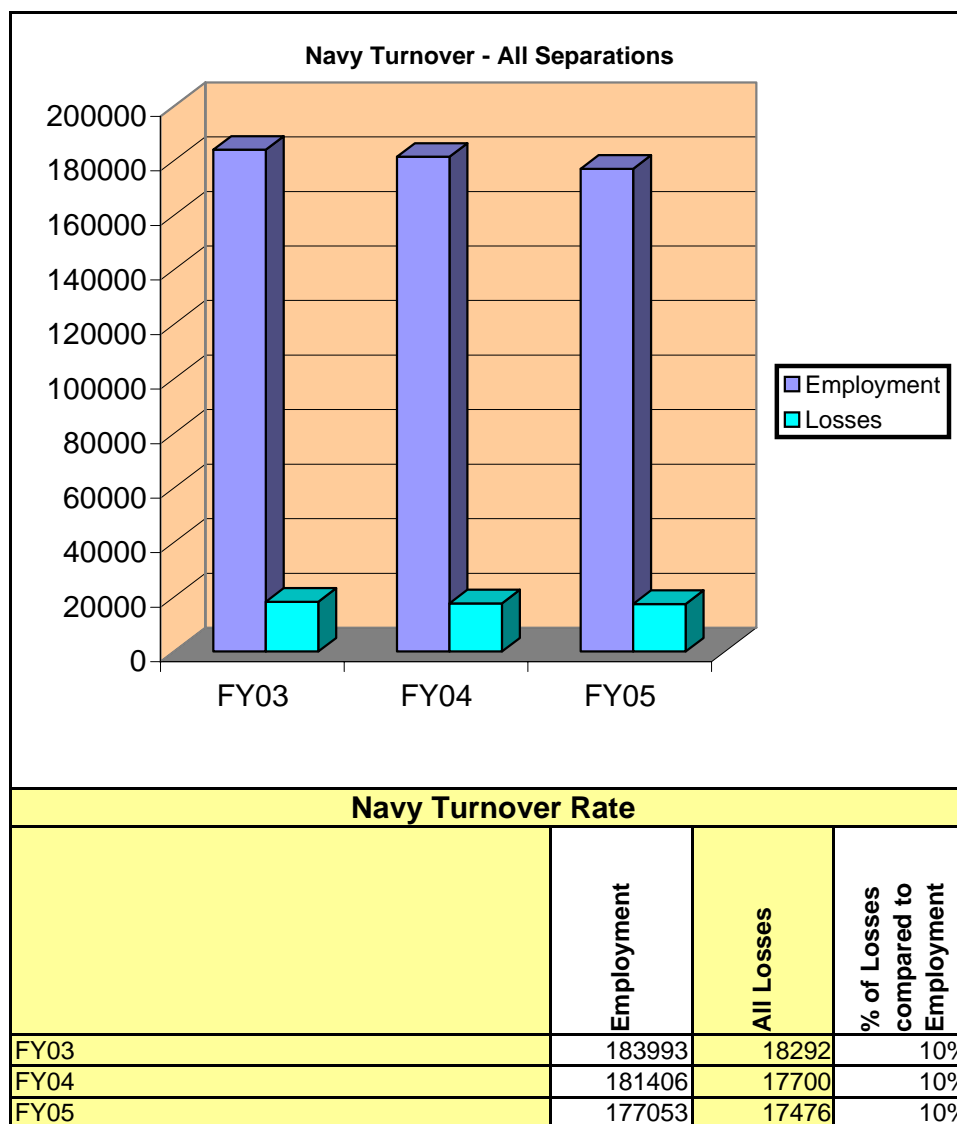### CSRS & FERS Retirement Eligiblity as of Mar 2011

Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligibile for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component
Army	218,252	211,444	64,561	31%
Navy	175,646	173,513	53,169	31%
Air Force	137,020	133,565	37,542	28%
DoD Agencies	99,130	90,618	30,167	33%
NGB	53,580	50,686	5,664	11%
Grand Total	683,628	659,826	191,103	29%

DCPDS data as of Mar 31, 2006

Army Turnover Rate*
(Appropriated Fund)

Army Turnover - All Separations

Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	184,461	25930	14%
FY04	205370	26581	13%
FY05	212269	26183	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DCPDS data as of Mar 31, 2006

Navy Turnover Rate*
(Appropriated Fund)

Navy Turnover - All Separations

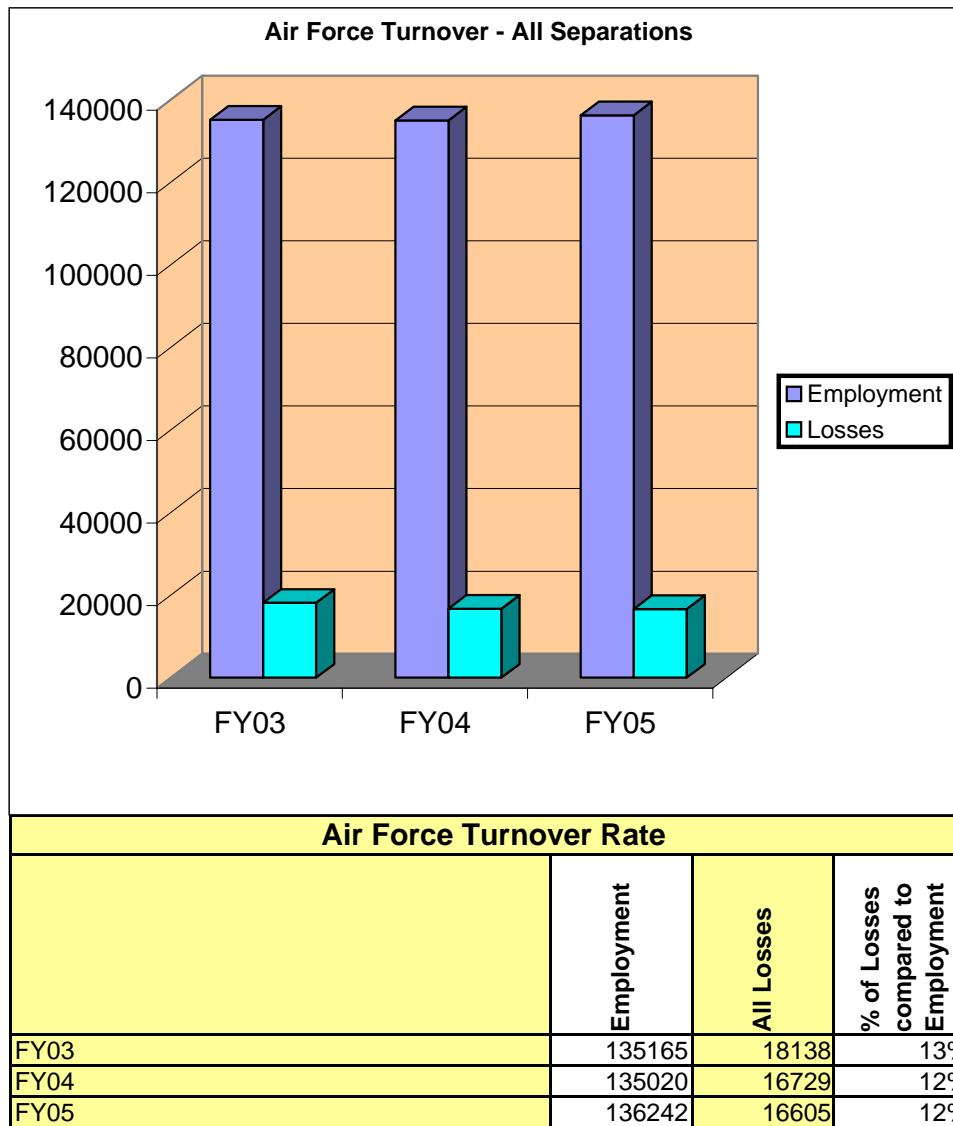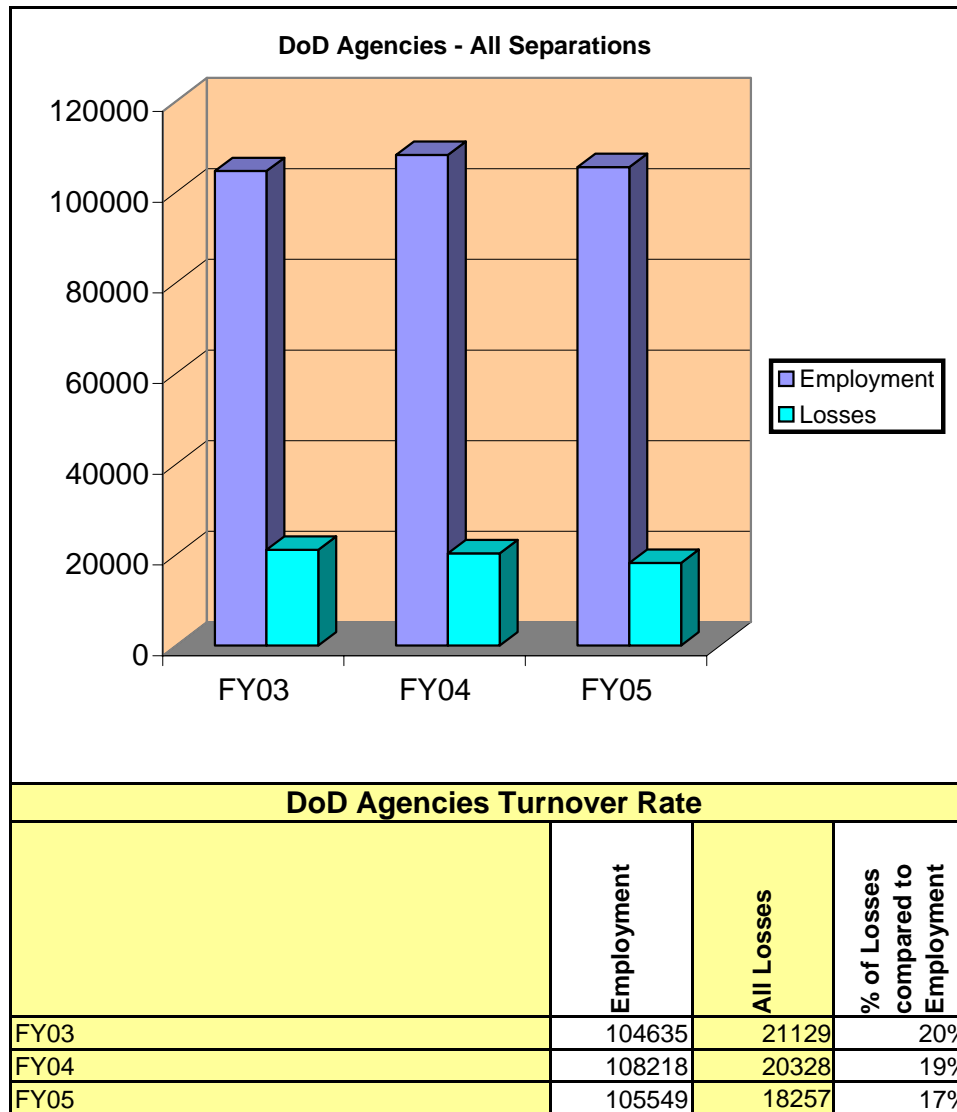| Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	183993	18292	10%
FY04	181406	17700	10%
FY05	177053	17476	10%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DCPDS data as of Mar 31, 2006

Air Force Turnover Rate*
(Appropriated Fund)

Air Force Turnover - All Separations

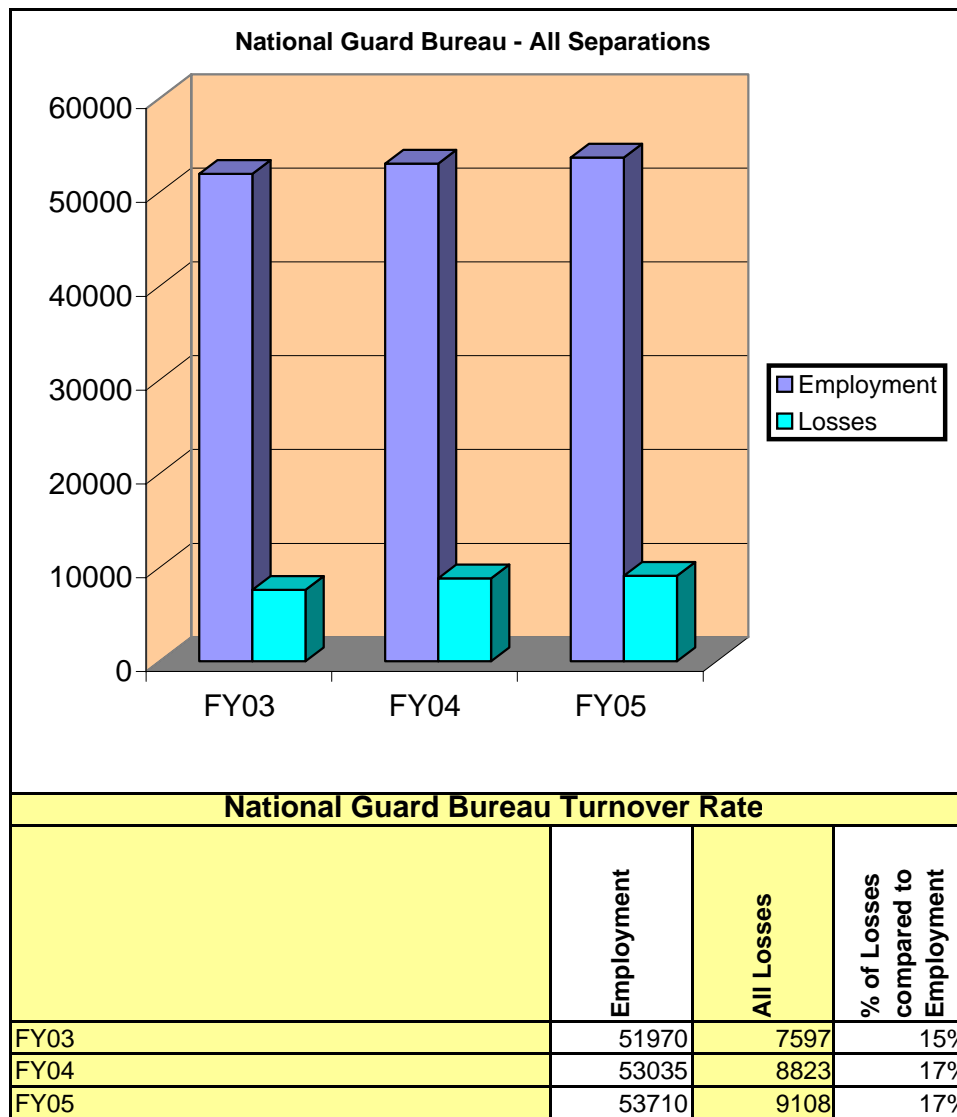|	Employment	All Losses	% of Losses compared to Employment
Air Force Turnover Rate			
FY03	135165	18138	13%
FY04	135020	16729	12%
FY05	136242	16605	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DoD Agencies Turnover Rate*
(Appropriated Fund)

DoD Agencies - All Separations

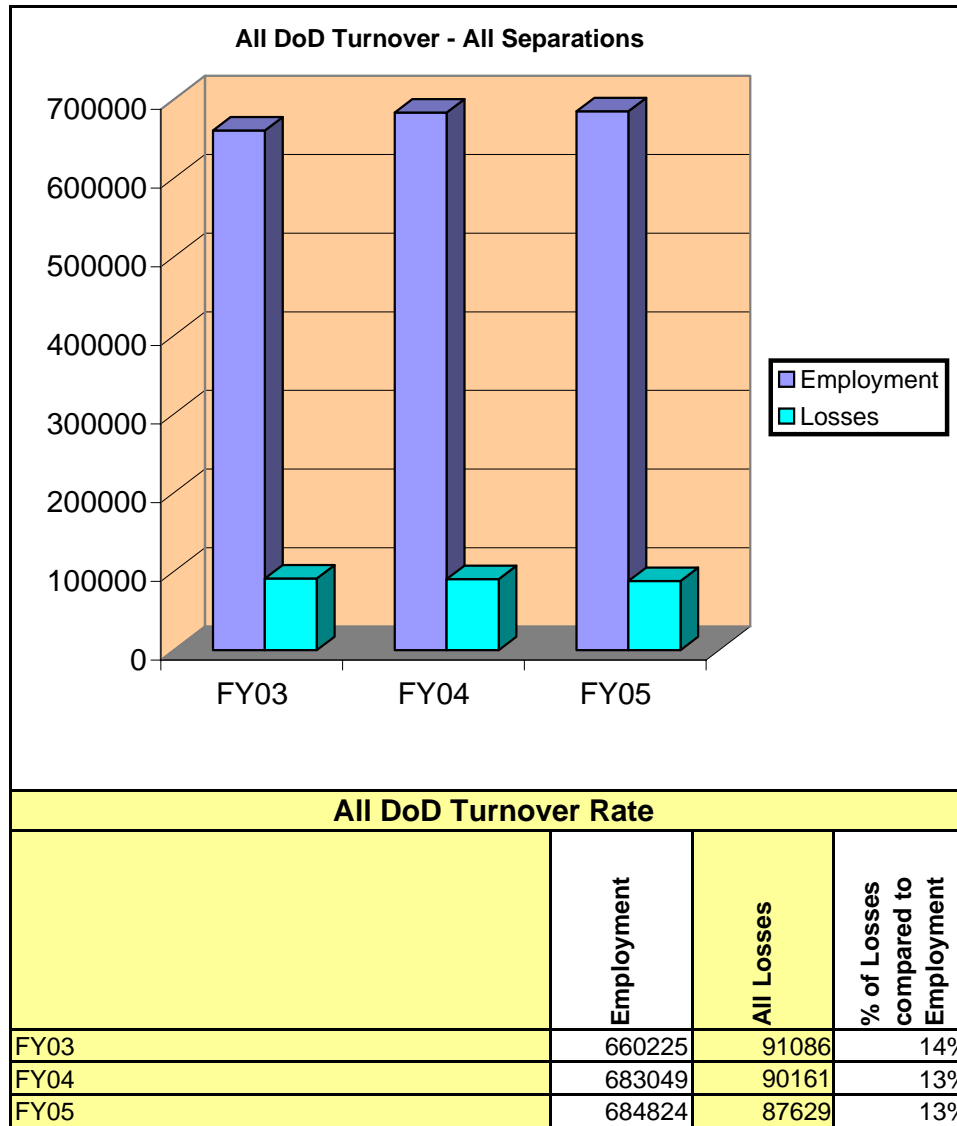| DoD Agencies Turnover Rate	Employment	All Losses	% of Losses compared to Employment
FY03	104635	21129	20%
FY04	108218	20328	19%
FY05	105549	18257	17%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DCPDS data as of Mar 31, 2006

National Guard Bureau Turnover Rate*
(Appropriated Fund)

National Guard Bureau - All Separations

National Guard Bureau Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	51970	7597	15%
FY04	53035	8823	17%
FY05	53710	9108	17%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.
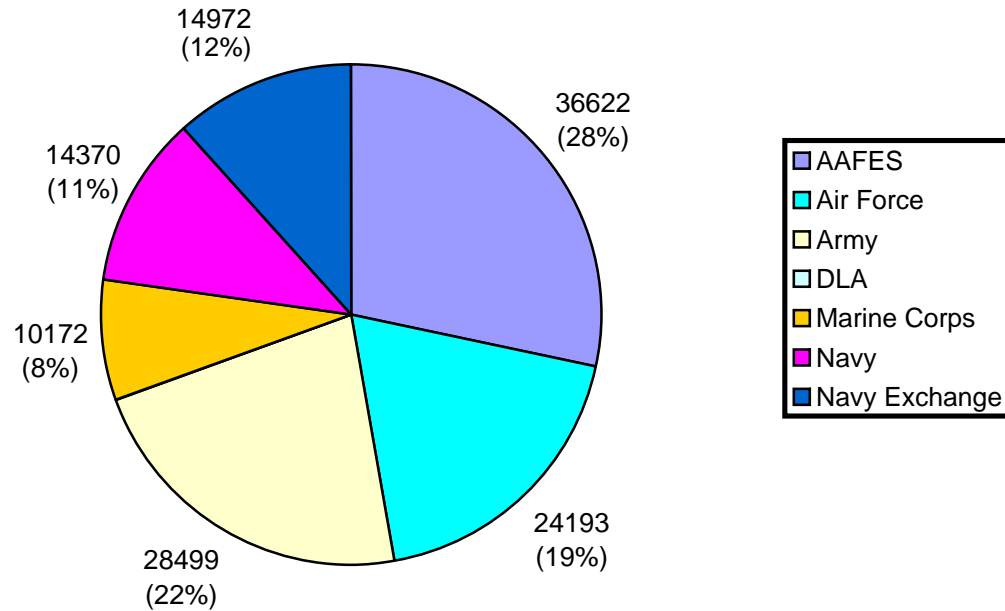
DCPDS data as of Mar 31, 2006

All DoD Turnover Rate*
(Appropriated Fund)

All DoD Turnover - All Separations

All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	660225	91086	14%
FY04	683049	90161	13%
FY05	684824	87629	13%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DCPDS data as of Mar 31, 2006

Non Appropriated Fund

Non Appropriated Fund Employees by Component

Pie chart data:
- 36622 (28%) — AAFES
- 24193 (19%) — Air Force
- 28499 (22%) — Army
- 10172 (8%) — Marine Corps
- 14370 (11%) — Navy
- 14972 (12%) — Navy Exchange

Legend:
- AAFES
- Air Force
- Army
- DLA
- Marine Corps
- Navy
- Navy Exchange

Non Appropriated Fund Employees		
AAFES	36622	28%
Air Force	24193	19%
Army	28499	22%
DLA	*277	0%
Marine Corps	10172	8%
Navy	14370	11%
Navy Exchange	14972	12%
Total	**129105**	**100%**

* Some data in table are not provided in chart above

DMDC data as of Feb 2006

Non Appropriated Fund General Workforce Demographics
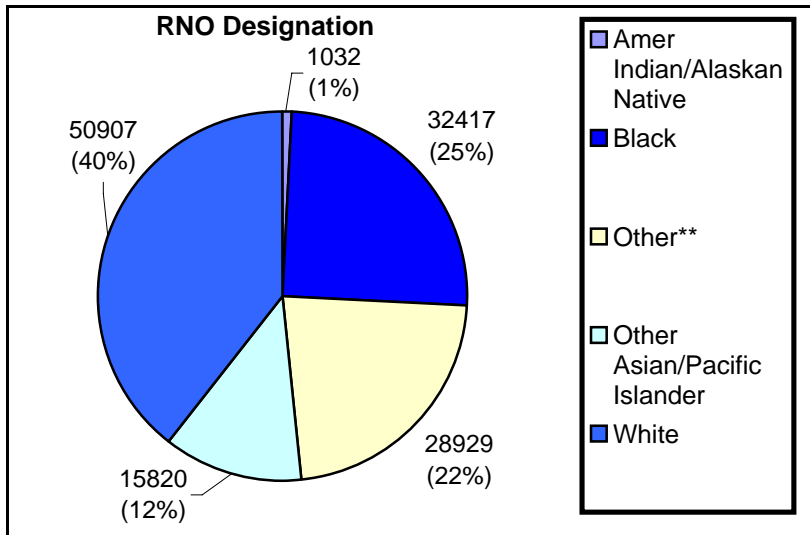
RNO Designation

RNO Designation		
Amer Indian/Alaskan Native	1032	1%
Black	32417	25%
Other**	28929	23%
Other Asian/Pacific Islander	15820	12%
White	50907	39%
Total	**129105**	**100%**

Other** Data not reported by employee

Age
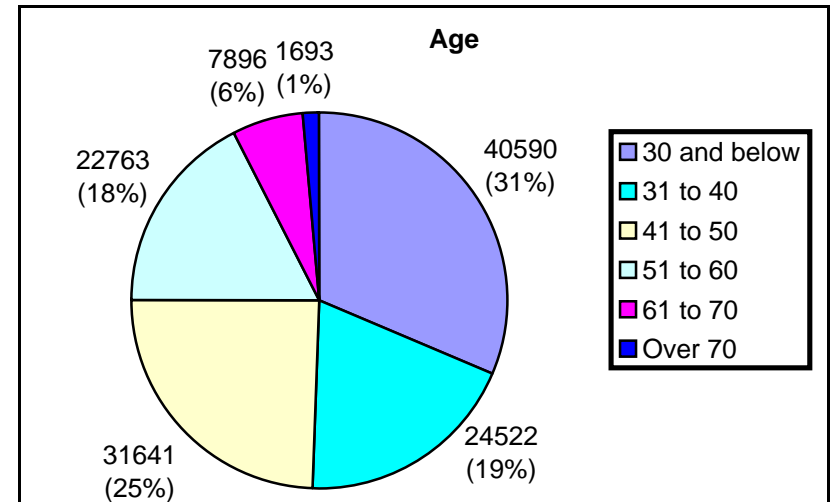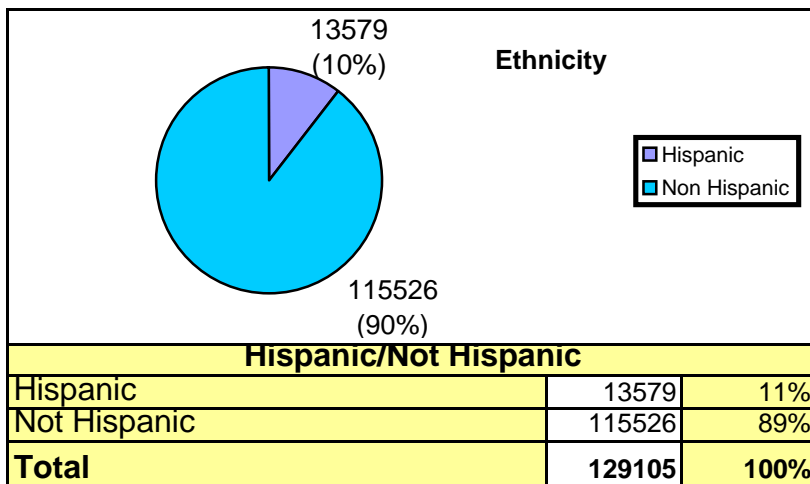
Age		
30 and below	40590	31%
31 to 40	24522	19%
41 to 50	31641	25%
51 to 60	22763	18%
61 to 70	7896	6%
Over 70	1693	1%
Total	**129105**	**100%**

Ethnicity

Hispanic/Not Hispanic		
Hispanic	13579	11%
Not Hispanic	115526	89%
Total	**129105**	**100%**
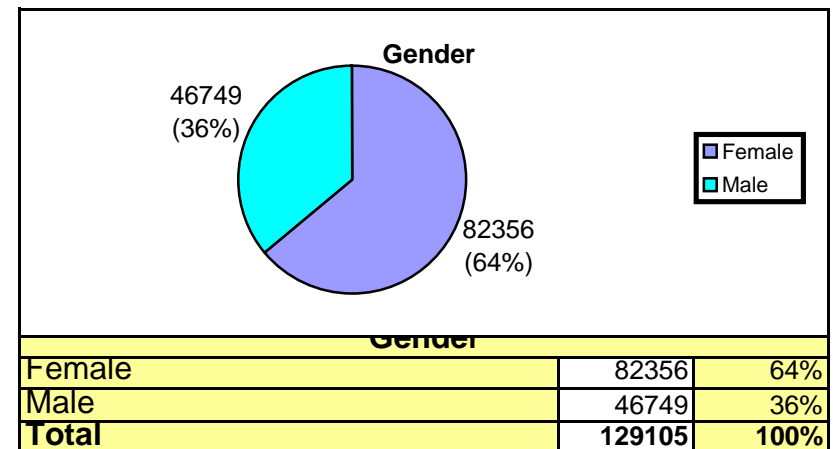
Gender

Gender		
Female	82356	64%
Male	46749	36%
Total	**129105**	**100%**

39

Local Nationals

Local Nationals by Component

3635
(7%)

27546
(53%)

13225
(26%)

- Army
- Navy
- Air Force
- DoD Agencies
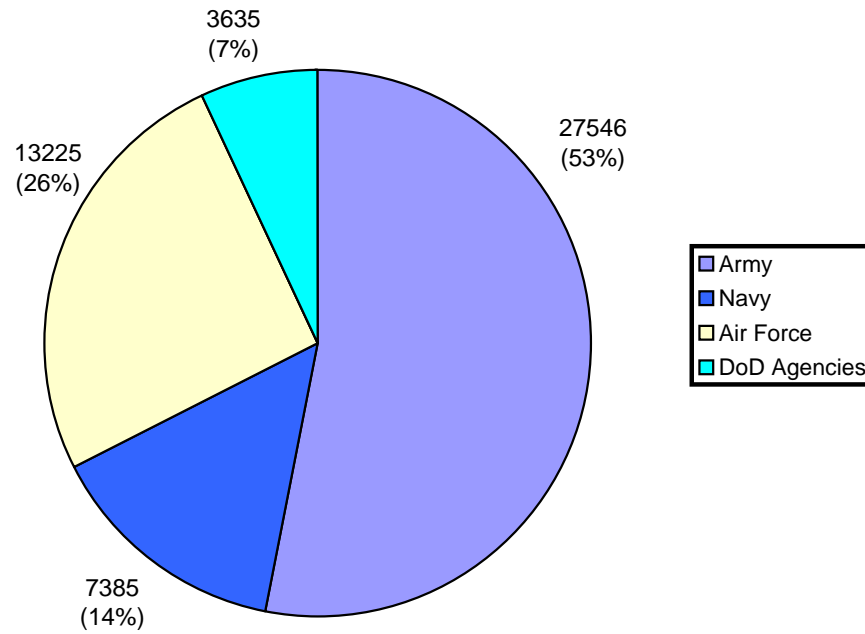
7385
(14%)

Local Nationals		
Army	27546	53%
Navy	7385	14%
Air Force	13225	26%
DoD Agencies	3635	7%
Total	**51791**	**100%**

DCPDS data as of Mar 31, 2006

Local Nationals General Workforce Demographics

Age

2585
(5%)

4649
(9%)

12241
(24%)

13886
(27%)

- 30 and below
- 31 to 40
- 41 to 50
- 51 to 60
- 61 to 70
- Over 70

18380
(35%)

Gender

14997
(29%)
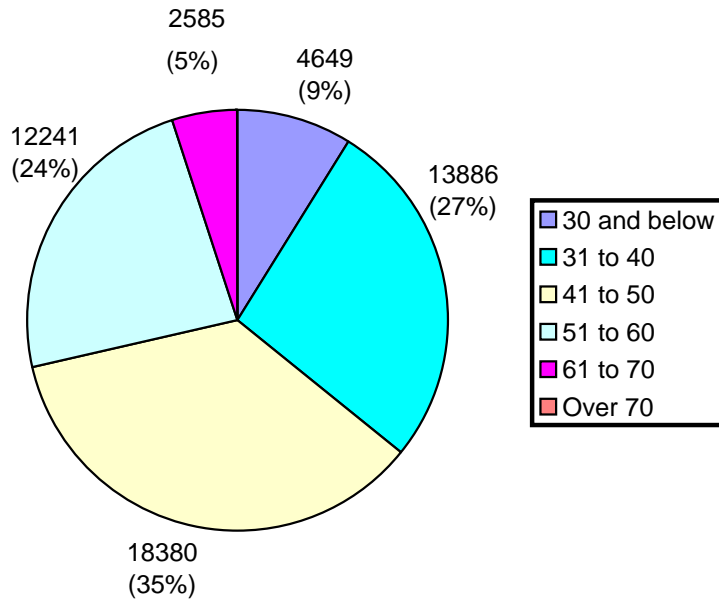
- Female
- Male

36794
(71%)

Age		
30 and below	4649	9%
31 to 40	13886	27%
41 to 50	18380	35%
51 to 60	12241	24%
61 to 70	2585	5%
Over 70	*50	0%
Total	**51791**	**100%**

*Some data in table are not provided in chart above
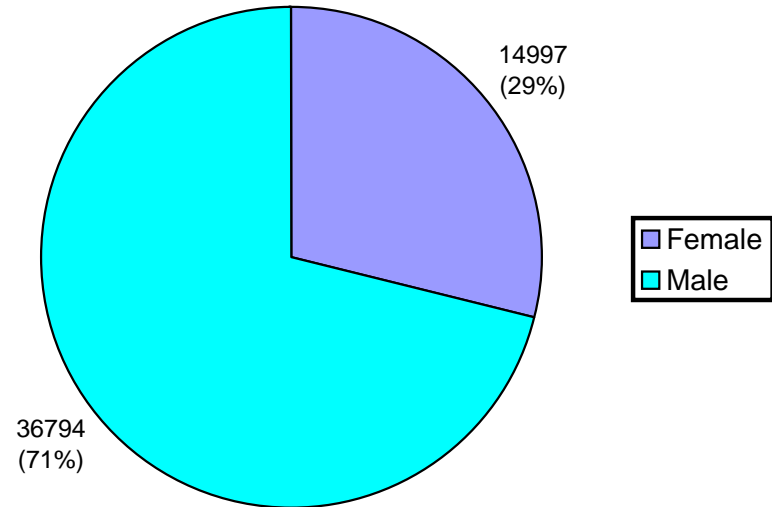
Gender		
Female	14997	29%
Male	36794	71%
Total	**51791**	**100%**

DCPDS data as of Mar 31, 2006